



CAMPBELLTOWN
CITY COUNCIL

A safe, sustainable, vibrant Community



2022 / 2023
Annual Report



Campbelltown City Council acknowledges that we meet on the traditional Country of the Kurna people and respect their physical and spiritual connection to Country. We as Council will act in a way that pays respect to Kurna Heritage. We also acknowledge elders past, present, and future and the continuing importance of their living culture.



Local resident, Shouwn Oosting (left) and Ivan-Tiwu Copley, local Kurna / Peramangk elder (right).

Artwork above by Ivan-Tiwu Copley.

Contents

Message from the Mayor	4
Chief Executive Officer's Report	6
Introduction	7
Financial Summary	8
Financial Sustainability	9

OUR COUNCIL

Local Government	10
Profile of the Council Area	10
Representation Quota / Review	12
Local Government Elections	12
Council Structure	13
Council Subsidiaries	14
Committees	15
Elected Members	18
Workshops / CEO Briefing Sessions	20
Elected Member Training and Development	21
Elected Member Register of Overseas and Interstate Travel	21
Elected Member Attendance at Council Meetings	22
Payment of Allowances to Members of Council and Council's Committees	23

OUR STRUCTURE

Decision Making	25
Decision Making Structure of Council	25
Report on Internal Review of Council Decisions	26
Request for Service and General Complaint Handling	26
Community Engagement	27
Use of Confidentiality Provisions	28
Community Access to Information	29
By-Laws	29
Freedom of Information	29
List of Codes of Conduct / Practice	30
List of Registers	30
Local Nuisance and Litter Complaints	30
Online Services Website & Social Media	30
Our Organisation	31
Structure	31
Executive Management Team	32
Staff Profile	33
Recognising Our People	34
Employees Register of Overseas and Interstate Travel	34
Healthy Lifestyle Program	35
Work Health and Safety	35
Return to Work Systems	35
Emergency Planning	35

OUR PROGRAMS & FACILITIES

Programs and Facilities	36
Community Grant Information	36
Council Facilities	37
The ARC Campbelltown	38
Lochiel Park Golf at Geoff Heath Par 3 Golf Course	38
Tennis Courts and Ovals	38
Campbelltown Library	39
Halls and Meeting Places	40
Neighbourhoods Development Program	40
BBQ's	40
Awards	42
2023 Senior Citizen of the Year	42
2023 Citizen of the Year	42
2023 Young Citizen of the Year	42
Council Awards	43

STRATEGIC MANAGEMENT

Strategic Management Performance	44
Framework	44
Strategic Plan 2024	44
Strategic Plan Performance	45
Council's Projections and Plans	49
Annual Business Plan Performance	49
Community Land Management Plans	49

FINANCIAL PERFORMANCE

Financial Performance	50
Competitive Tendering	50
Use of Local Goods and Services	50
Fraud & Corruption Prevention	50
National Competition Policy – Clause 7 Statement Reporting	50
Auditor Information	51
Regulatory Reporting	51
Council's Audited Financial Statements for the year ended 30 June 2022	52

Message from the Mayor

The 2022/2023 financial year was affected by the ongoing impact of the Covid-19 pandemic and its impact on health, procurement and costs. Despite this, we saw many successes and infrastructure projects launched and others winning awards. The Council's Vision is that we are a *Safe, Sustainable and Vibrant Community* and our Mission is that the *Community is the centre of everything we do*.

Our Strategic Plan has five main goals and this report is based on those goals.

Goal 1 – Supporting our Community

Volunteers and Community groups make our Community vibrant and inclusive providing 13,500 hours across 10 programs. We have an extraordinary 230 volunteers of all ages. To support these efforts \$32,307 was distributed to Community groups who are active in meeting unmet needs and proactively developing programs of support. Our Community is thriving because of the countless hours club and Community members give.

The Council runs a number of Committees composed of Community and Elected Members who provide advice on lived experience and advise Council on programs and infrastructure. This has resulted in a stronger, more inclusive and liveable city. I thank everybody who has contributed to the creation of a city which wins awards.

The breadth and depth of Council activities outlined in this report is a testament to the range of services that the Community wants and values.

Council continues the ever-popular Moonlight Markets, Neighbourhood Barbecues which introduce neighbours to each other, celebrations of International Women's Day, Harmony Day, the Pizza Festival, the Food Trail, Christmas Carols, Citizenship Ceremonies, Multicultural Festivals, Australia Day Celebrations and others.

A booklet called the "Power of Passion – Women of Campbelltown" was produced and launched to acknowledge the importance of women's contributions to our city.

Goal 2 – Greening our City

The Council won a South Australian IPWEA Award for our Climate Solutions Strategy which also addresses Goal 4 -Planning for the Future as 'Climate Change is one of the most compelling issues facing our Community.' The Council has adopted environmental initiatives through managing waste better, capturing stormwater, transitioning to electric vehicles plus solar panels on our buildings, energy efficient lighting and planting more trees.

The Community values precious green spaces as backyards shrink. Tree canopy is one of the best ways to reduce the summer temperatures of our city. Mapping shows that the coolest places are the greenest. This knowledge is up against the need for more housing and reducing numbers of trees on private land and so Council planted 1,657 trees and 4,955 shrubs and understory plants during the year. The Vibrant Verges program has encouraged local residents to look after the footpath area to help cool the city through additional greenery.

For the fourth year in a row Lochiel Park has been recognised as a leader in the Environment as the only South Australian winner of the internationally prestigious Green Flag Award. This award recognises that Lochiel Park encapsulates artistic features, a number of environmental initiatives, Community volunteers and involvement, and parklands which are shared with the wider Community. It also contains the historic Lochend House which is managed by volunteers.

Goal 3 – Enhancing our Assets

Council is in a strong financial position due to ongoing disciplined fiscal policies. Some of the financial strains are rising energy costs for our buildings and fleet operations. Our financial strategy is based on 10 year financial plans and long term asset management.

Our budget was \$58.3 million and costs of \$60 million for an overall projected deficit of \$1.7 million dollars. After savings were identified during the year with some cost overruns on projects, due to large increases in material costs, this led to an overall operating deficit of \$82,575.

The Council manages our assets worth \$978 million and in the financial year spent \$16.4 million on gross Capital works. Council manages 26,000 street trees, 255 kms of roads and 330 kms of footpaths as well as 64 playgrounds and 9 major sports facilities. Drainage is a critical piece of infrastructure which is challenged by more housing throughout the city.

We established the Queen's Walk along Fourth Creek/ Morialta Parri with a Federal Government grant to acknowledge Queen Elizabeth's 70th Jubilee year. We built a walking/cycling trail upgrade and implemented Stage two of the Bicycle Plan with State Government funding assistance.

We built a new toilet in Gurners Reserve while making other public toilets available to our population in recognition that toilet access can be a key element of inclusion. Inclusive practices are an essential consideration for all new infrastructure, as we know that access for one means access for all.

Goal 4 – Planning for our Future

The Council has financial and asset management plans that incorporate a strategic approach to renewal and replacement of infrastructure. There is a need to incorporate current ideas in regard to climate challenges, disability access and inclusion, reconciliation, and whole of Community usage regardless of age, gender, background or culture. Most of our buildings have these features built in and this has made the new buildings at Max Amber Sportsfield leading edge, in particular the prize winning Wayikuu building. The Federal Government allocated \$5,000,000 to support the project and \$245,000 from the State Government.

Magill Village was a major redevelopment of a commercial zone to make it more attractive and was completed after a cooperative funding, planning and building process between Burnside City Council, the Federal and State Governments and Campbelltown City Council.

We rebuilt new club rooms at Athelstone Recreational Reserve, laid a synthetic pitch to ensure greater accessibility to the grounds and put in lights to extend usage times. The Federal Government contributed \$1,348,970 to the project. Daly Oval also had new Oval lighting.

In planning for the future Council believes in the importance of consulting with the Community and we hold many more consultations than required by legislation. Fourteen were held during the financial year along with people presenting deputations to Council, public question time at meetings and feedback from the Council Committees.

The opening of the new playground at Thorndon Park in December 2022 was met with great excitement by Campbelltown families. It was half funded by the State Government which contributed \$1,250,000 towards the project.

One of the very clear directions has been the incorporation of visual arts into the life of the city. There are numerous examples of stobie pole art, murals on public buildings such as the toilet at the Gums Reserve and others. The Campbelltown Arthouse successfully moved into Brookside Cellars. All of these measures create a vibrancy in the Council.

By creating strength in the Community, Council believes it creates wider jobs and prosperity in the Community, as part of the economic development of the city.

Goal 5 – Leading our People

Council's staff have proven able to rise to any challenge that arises. They are guided by strong policies, strong processes, strong leadership and high ethical standards. Staff work together across service areas to ensure the best services possible for our residents.

Staff are well educated and highly trained and have a great pride in all that can be achieved in their work. They value the knowledge and wisdom of Community members and the advantages of working with colleagues for better results. Our staff show flexibility in their approach to problem solving. Their initiative and skills develop cost effective solutions to everyday challenges.

We have a diverse elected membership of Council in terms of age, length of Council service, gender, cultural background, employment and family experience. Councillors are working hard to ensure the best decisions are made to improve life for Community members, bearing in mind the need to keep rates down. This report shows the breadth and depth of the work of the Council. On a personal note, I have been honoured by the people of Campbelltown to have been re-elected as your Mayor and to be awarded an OAM based on my twenty years service to this area.

The year has been one of achievement and putting in place infrastructure to provide the facilities residents want and expect and will help future needs.

A big thank you to the State and Federal Governments for their support for Council's Community development projects as it has made the difference to the projects taking them from good projects to the outstanding. The State Government supported a range of major and minor projects by contributing \$2,608,308 and the Federal Government contributed \$4,606,833 including Roads and Financial Assistance Grants.

Thank you to everyone who contributes to the life of our Council directly or indirectly. It is an honour to be part of a Community where people care so much about each other and strive for a strong future by working together.



Jill Whittaker
Mayor



Chief Executive Officer's Report

I am pleased to present the Annual Report for Campbelltown City Council for 2023. This report captures our collective efforts, achievements and commitments towards building a safe, sustainable and vibrant Community.

Over the past year, we have witnessed the strength and unity of our Community as we all work through a new world forever changed by the COVID-19 pandemic. It has tested our resilience and I am proud to see how we have all risen to the occasion, displaying a remarkable spirit of unity and cooperation.

As an organisation, we have continued to adapt and be innovative to ensure we continue to evolve as the Community's needs change. We have worked through an internal restructure to ensure we provide the Community with the highest level of service and responsiveness which is better aligned to deliver the Council's Strategic Plan.

Council welcomed a newly Elected Member body, who have successfully integrated into Council injecting fresh perspectives and Community experiences into our Council's operations. Our Community is fortunate to have Elected Members who are deeply connected with their constituents and are passionately committed to their well-being.

Our partnerships with local businesses, community organisations and other Councils have been instrumental in our progress. Together, we are working towards common goals, fostering an environment of collaboration and shared prosperity. These partnerships and our commitment to innovation have seen us receive some exciting awards in 2023.

Our Council has been recognised for our commitment to creating outstanding recreational and public spaces with awards received for:

- » Thorndon Park Super Playground
 - » SA Award of Excellence (Play Spaces category) - Australian Institute of Landscape Architects
 - » Award of Excellence (Playspace > \$0.5m) – Parks & Leisure Australia (SA/NT)
 - » Awarded 'Best Public Works Project' (\$2-5 million category) – IPWEA(SA) Excellence Awards
- » Wayikuu, Max Amber Sportsfield
 - » Award for Public Architecture - Australian Institute of Landscape Architects' 2023 SA Architecture Awards
 - » SANFL Community Facility of the year
- » Lochiel Park
 - » Received a Commendation for Park of the Year - Parks & Leisure Australia
 - » Received the Green Flag Award for the 4th Consecutive year
- » The Magill Village project received a High Commendation for Best Public Works Project over \$5 million – IPWEA (SA) Excellence Awards

It was not just our parks who have been recipients of awards this year. Dr Emily Moskwa, Team Leader of Economic Development was honoured with the Emerging Leader of the Year at the Parks and Leisure Australia Excellence Awards.

Throughout the year, we have celebrated milestones and hosted events to enhance the vibrancy and connection of our Community:

- » The Tour Down Under including the first women's event and the men's challenge tour, receiving widespread participation and acclaim
- » The grand opening of the Thorndon Park Super Playground providing our Community with a state-of-the-art recreational space
- » The Women of Campbelltown project, a notable event celebrating the contributions and achievements of women in our Community
- » The launch of Magill Village, in partnership with the City of Burnside and State and Federal Governments, marked a significant development in our Council area
- » The 180th birthday celebration of Lochend showcased the rich history of our Community
- » The introduction of the Communication Access Symbol at our Council office, ensuring more accessible and inclusive access for all residents.

Council continues to be committed to greening our City. We are taking action to ensure environmental sustainability of our public and private developments, undertaking and promoting sustainable energy practices and protecting and enhancing the outstanding natural environment we enjoy here in Campbelltown. We are also trialling electric vehicles in our fleet to reduce emissions and encourage sustainable transportation.

While recording a smaller than expected operating deficit due to the advanced receipt of Grants Commission grants, I am pleased to report that Campbelltown City Council has maintained a strong financial position in the face of the challenges presented in the past year. Our commitment to responsible financial management has allowed us to continue delivering essential services through a challenging economic environment while continuing to invest in the future of our Community.

As we move forward, our vision is clear - to build a Campbelltown that is safe, sustainable and vibrant and we will endeavour to keep being responsive to the changing needs of our Community. We will continue to invest in our people, infrastructure and environment, ensuring that Campbelltown remains a place we are proud to call home.

I would like to extend my gratitude to our dedicated Elected Members, Staff, Volunteers and partners whose tireless efforts and support have made our progress in 2023 possible. Your commitment and passion are the driving force behind our success.

Finally, I would like to express my deepest thanks to you, the residents of Campbelltown. Your engagement, feedback and support are invaluable to us. Together, we are shaping the future of our City.



Paul Di Iulio
Chief Executive Officer



Introduction

This Annual Report provides a detailed account of the Council's achievements, challenges and performance during the past financial year. It provides a historical record of the Council's activities and documents progress on projects and achievements in relation to Council's strategic and financial plans in an open, transparent and accountable manner, a priority that is outlined in Council's Strategic Plan.

This report is prepared as a key component of Council's commitment to transparent reporting and accountability to our Community and to meet statutory reporting requirements under the Local Government Act 1999. All Councils must adopt an Annual Report by 30 November each year.

Council's website is the principal medium for distributing the published version of the Annual Report, although printed copies are also available for people without access to computer facilities. This approach aligns to Council's environmental and financial objectives, reducing paper usage, and minimising the environmental and financial impact of producing the report.

The structure of the Annual Report is as follows:

Annual Report 2022 / 2023

Document containing information to meet legislative requirements, an abridged set of financial information and references to Council's subsidiaries

Appendix 1

Council's Annual Financial Statements for the year ended 30 June 2023

Appendix 2

Eastern Health Authority Inc Annual Report 2022/2023 and Audited Financial Statements

Appendix 3

East Waste Inc Annual Report 2022/2023 and Audited Financial Statements

Council's approach to the Annual Report is based on a commitment to reaching a broad readership and assisting with the achievement of Strategic Goal (Leading Our People).

The Annual Report provides a valuable insight into the profile and culture of the City, and an overview of the breadth of the year's activities.

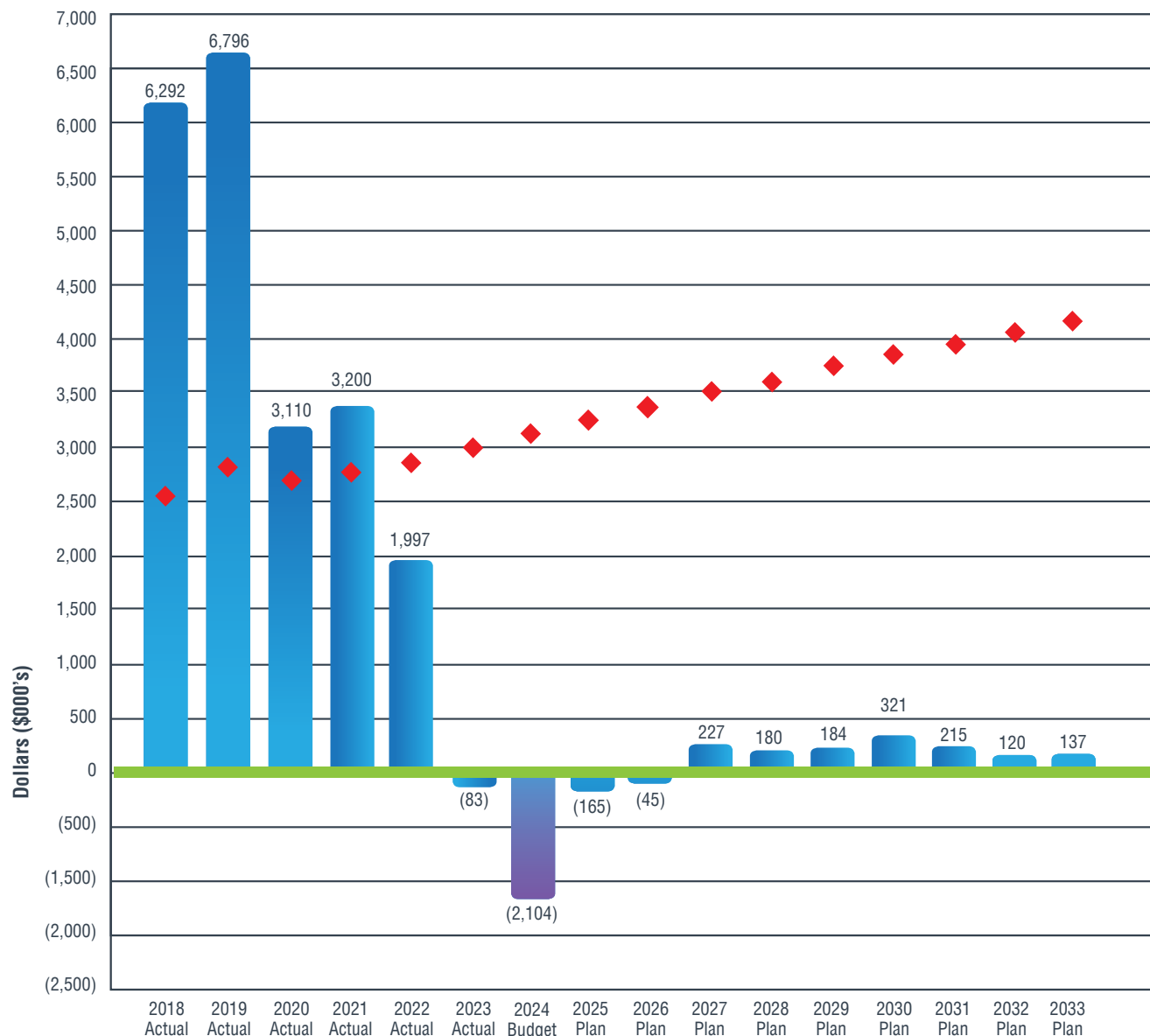
Financial Summary

Summarised Statement of Comprehensive Income	2022 / 2023 (000's)	2021 / 2022 (000's)
Income	60,131	55,300
Expenses	60,214	53,303
Operating Surplus / (Deficit)	(83)	1,997
Physical Resources Received Free of Charge	2,625	24
Asset Disposal & Fair Value Adjustments	(2,972)	(1,145)
Amounts Received Specifically for New or Upgraded Assets	2,239	5,754
Net Surplus / (Deficit)	1,809	6,630
 Summarised Statement of Financial Position	 2022 / 2023 (000's)	 2021 / 2022 (000's)
Current Assets	42,050	39,887
Non-Current Assets	935,481	762,432
Total Assets	977,531	802,319
Current Liabilities	9,190	11,052
Non-Current Liabilities	803	845
Total Liabilities	9,993	11,897
Net Assets	967,538	790,422
 Total Equity	 967,538	 790,422



Financial Sustainability

Council adopted its latest version of its LTFP (Long Term Financial Plan) in April 2023. The graph below shows the performance of Council's operating result since 2017/2018, the adopted budget for 2023/2024 and forecasted projections contained within the remaining years of the adopted LTFP.



One of Council's key financial targets is to achieve an operating surplus ratio between 0% and 5%. The section of the graph marked with a green line indicates 0%, while the red diamonds represent 5% (maximum target).

Council's operating deficit in 2022/2023 was based on a General Rate increase of 3.50% plus growth from newly created and developed properties of 1.31%. The largest impact on Council's operating result, compared to the previous financial year, was the \$3.0 million increase in depreciation expense resulting from updates to asset values and conditions at the end of life. This was partially offset by 100% of the Grants Commission grants relating to 2023/2024 being received in the 2022/2023 financial year. This advanced payment totalled \$2,093,913.

Council is projecting an operating deficit in 2023/2024, as the budget takes into account the early receipt of Financial Assistance and Local Roads grants in 2022/2023. Outside of this adjustment, the budgeted operating deficit is in line with Council's LTFP projections.

Local Government

Profile of the Council Area

Community interests have been managed locally since 2 March 1868 when the District Council of Campbelltown was proclaimed. The City is named after Charles James Fox Campbell, a prominent early pastoralist whose original home Lochend, has been faithfully restored and listed on the State Heritage Register. The District became a Town with a Municipal Office on 1 January 1946 and was proclaimed a city on 6 May 1960 having reached a population of more than 15,000.



56,024 Estimated Population



254.8 km Roads



64 Playgrounds



23,146 Dwellings in the Council area



14,202 Residents aged 60 or over



10,699 Jobs in the Council area



4,441 Residents speak Italian at home



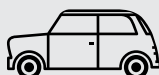
4,229 Local Businesses
(including 90 new businesses)



3,507 Residents speak
Mandarin at home



91 ha of biodiversity reserves (over 30)



53% Households with 2 or more cars



36% Residents born overseas



10 km Distance by road between
Council Office and Adelaide GPO



424 Aboriginal and Torres
Strait Islander Peoples



26,000 Street and Reserve trees



330 km Footpaths



863,987 Attended
The ARC Campbelltown



15,358 Children and young
people (aged <25 years)



21,001 Residents enrolled in
schools or higher education



6,991 Volunteers



853 Development approvals



2,436 ha Size of Council area (24km²)



55% of waste diverted from landfill



36% Speak another language at home



15% Open Space



5 Neighbouring Councils (Adelaide Hills,
Burnside, Norwood Payneham & St Peters,
Port Adelaide Enfield, Tea Tree Gully)



Representation Quota / Review

The City of Campbelltown has 11 Elected Members including the Mayor, who each represent an average of 3,367 electors.

The following chart compares the City of Campbelltown's representation quota with that of other Councils of a similar size and type. The quota is derived by dividing the total number of electors for each Council by the number of Elected Members. The average for these Councils (based on the Representation Quota column below) is 2,530.

Council Name	Number of Electors	Number of Elected Members (inc Mayor)	Representation Quota
Campbelltown	37,038	11	3,367
Burnside	32,295	13	2,484
Holdfast Bay	28,553	13	2,196
Mitcham	49,411	14	3,529
Norwood Payneham & St Peters	26,147	14	1,868
Unley	28,092	13	2,161
West Torrens	43,195	15	2,880

¹ Source: Local Government Association. The number of Electors is obtained from the Electoral Commission of SA.

Periodic reviews of Elector representation are scheduled by the Electoral Commission of SA to confirm that governance arrangements are adequate within each Council and that they provide a fair representation for electors.

As required by the *Local Government Act 1999*, Section 12, a review of the Council's composition and structure was last considered in 2017 and resulted in the City retaining its five ward structure represented by two Ward Councillors per ward and a Mayor as the principal member of Council.

The next Representation Review is scheduled for 2024.

Local Government Elections

Local Government elections were held across the State in November 2022. The Mayoral position and Woodforde Ward positions (2 Ward Councillors) were uncontested and consequently no election was required for these positions.

Twenty-three candidates nominated for the remaining 4 Campbelltown City Council ward elections (8 positions). The voter turnout equated to 32%.

Information about individual Elected Members is provided in a section of this report (page 18).

To become an Elected Member, a person needs to be:

- Eligible in accordance with the Elections Act (Local Government (Elections) Act 1999)
- Willing to nominate and run a campaign if there are more nominations than positions, and
- Aware of the high commitment required to be an Elected Member.

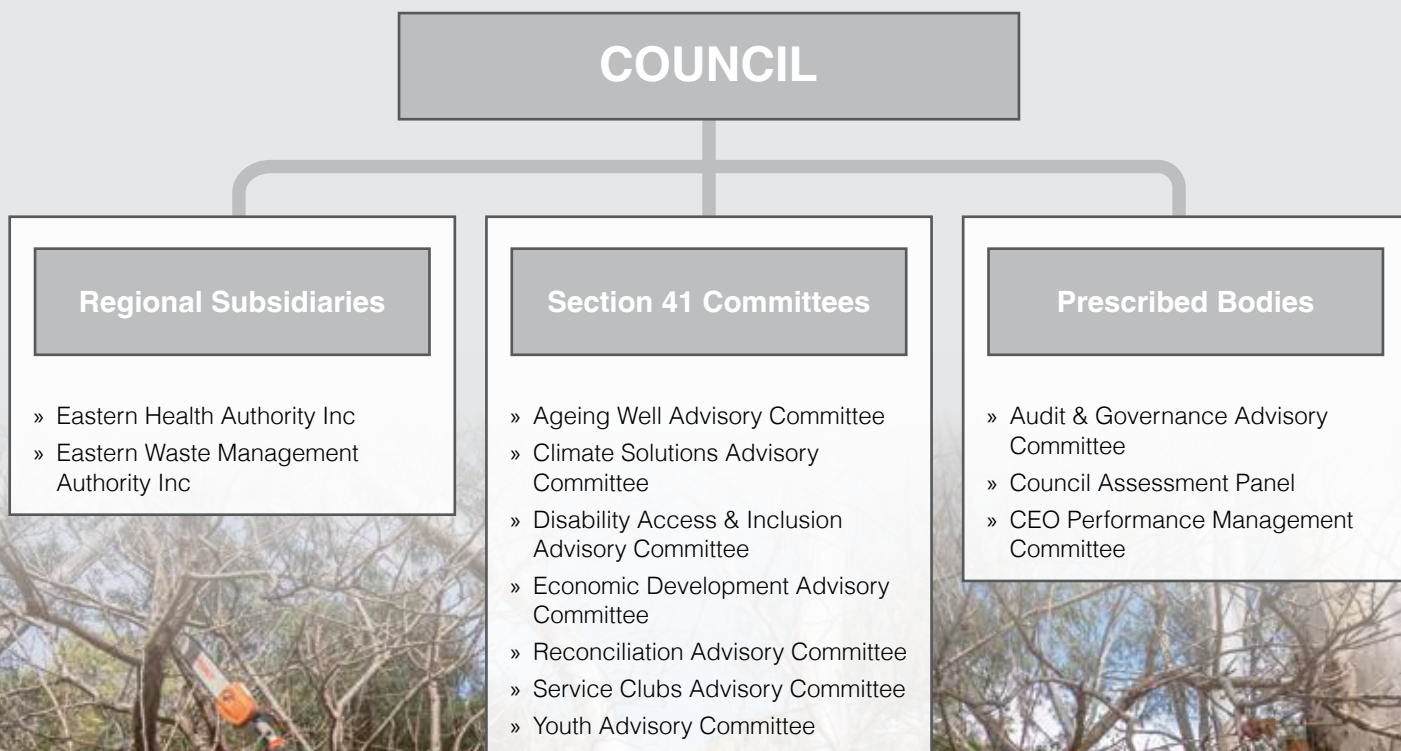
The Elections Act provides further information on the requirements for Local Government Elections, how they are to be conducted, who can nominate, who can vote and how the votes are to be counted. The Local Government Association also provides information about elections on their website www.lga.sa.gov.au.

Information about voting procedures is available from the Electoral Commission SA (www.ecsa.sa.gov.au or telephone 1300 655 232).

The next general elections for Council are scheduled to be held in November 2026.

Council Structure

Council's structure at 30 June 2023 was as follows:



Council Subsidiaries

Council is a member of two regional subsidiaries established pursuant to Section 43 of the Local Government Act 1999:

- » EHA (Eastern Health Authority Inc)
- » East Waste (Eastern Waste Management Authority Inc).

Subsidiary Annual Reports and financial statements are provided as appendices to this document.

Eastern Health Authority Inc

Council is a member of EHA (Eastern Health Authority), a regional subsidiary constituted to provide a wide range of environmental health services to the Community in the eastern and inner northern suburbs of Adelaide. The constituent Councils for this subsidiary are the Cities of Campbelltown, Burnside, Norwood Payneham and St Peters, Prospect and the Town of Walkerville.

Management of EHA is vested in a Board which includes representatives of the constituent Councils. Council's representatives for the year were Cr John Kennedy until November 2022, followed by Cr Matthew Noble from December 2022 and General Manager Community Connections, Ms Michelle Hammond (Board Member).

Council makes delegations to EHA under the Environment Protection Act, the Expiation of Offences Act, the Local Government Act, the Safe Drinking Water Act, the South Australian Public Health Act, and the Supported Residential Facilities Act. In addition, EHA is completely responsible for the operation and enforcement of the Food Act within the City of Campbelltown.

Pursuant to legislation, the Annual Report and Audited Financial Statements of the Eastern Health Authority Inc are attached to this document as Appendix 2.

Eastern Waste Management Authority Inc

Council is a member of East Waste (Eastern Waste Management Authority Inc), a regional subsidiary constituted to undertake the kerbside collection of general waste, recyclables, green organics and at-call hard waste from properties within its area. The constituent Councils of this subsidiary are the Cities of Campbelltown, Burnside, Mitcham, Norwood Payneham and St Peters, Prospect, Adelaide Hills Council and the Town of Walkerville.

Management of East Waste is vested in a Board which includes representatives of the constituent Councils. Campbelltown City Council was represented during the financial year by its Chief Executive Officer, Mr Paul Di Iulio (Board Member).

Pursuant to legislation, the Annual Report and Audited Financial Statements of East Waste are attached to this document as Appendix 3.



Committees

At 30 June 2023, Council had 9 Section 41 (Local Government Act 1999) Committees (2 statutory and 7 discretionary) and a Council Assessment Panel.

Committee reports are provided below. Unless otherwise stated, the Committee membership referenced is as at 30 June 2023.

Ageing Well Advisory Committee

Formerly Active Ageing Advisory Committee until 5 September 2022.

Chair: Cr McLuskey (Until November 2022)
Cr Leombruno (From November 2022).

Elected Members composition:

Mayor Whittaker (ex officio), Cr Britton-La Salle
Cr Kennedy (Until November 2022)
Cr McLuskey, Cr Lakhani (From November 2022).

Community Members composition:

Mr Adrian Forster, Ms Bettina Seifert, Ms Jill De Cianni,
Ms Julie Carman, Ms Kathleen Bell, Ms Katrina Spencer,
Ms Marilyn von Thien, Ms Reeve Brice, Ms Rosaria Ciaravolo,
Mr Peter Helm.

Purpose of Committee:

This Committee provide strategic advice on Campbelltown as an age friendly community focusing on housing, physical environment, participation, health, wellbeing and services to support all older people aged 60 years + to age well in Campbelltown.

Number of meetings in 2022/23: 4

Key achievements and highlights:

- » Development of the Ageing Well Plan 2024
- » Ongoing research and development into Tackling Ageism. Secured an SA Government Age Friendly Communities grant to develop Ageism Awareness Training for Local Government.
- » Development and distribution of the Active Ageing News and Information bi-monthly newsletter
- » Completion of the Age Friendly Communities self-assessment.
- » Launch of a trial Intergenerational Initiatives grants program.
- » Ongoing supporting of new and ongoing community initiatives, programs and partnerships

Audit and Governance Advisory Committee

Chair: Mr Roberto Bria

Elected Members composition:

Cr Casciano, Cr Noble (Until November 2022)
Cr Blackborough, Cr Flynn (From November 2022)

Community Members composition:

Dr Andrew Johnson, Mr Phil Vincent

Purpose of Committee:

To assist Council in its financial and corporate governance responsibilities consistent with those outlined in Section 126 of the Local Government Act 1999.

The Committee monitors the integrity of the financial statements of the Council, including its annual report, reviewing significant financial reporting issues and judgements which they contain.

Number of meetings in 2022/23: 7

Key achievements and highlights:

The Committee has played a key role in supporting the Council with:

- » The development of the Annual Business Plan and Budget
- » Undertaking a review of the Business Continuity Plan
- » Overseeing the Annual Policy review
- » Reviewing the Long Term Financial Plan
- » The appointment of the external auditor.

Climate Solutions Advisory Committee

Chair: Cr Dr Irvine (Until November 2022)
Cr McLuskey (From November 2022)

Elected Members composition:

Mayor Whittaker (ex officio), Cr McLuskey, Cr Leombruno (Until November 2022), Cr Scalzi, Cr Ajrish (From November 2022).

Community Members composition:

Mrs Amalia Sosrodirejo, Professor John Bolland, Mr Patrick Greene, Ms Kirsty Robinson

Purpose of Committee:

To provide the Council with strategic advice in relation to addressing the impact of Climate Change in Campbelltown and monitor the delivery of the actions from the Climate Solutions Strategy.

Number of meetings in 2022/23: 4

Key achievements and highlights:

- » The Committee provides advice on the implementation of Campbelltown City Council's Climate Solutions Strategy and Action Plan and key highlights include the development of Environmentally Sustainable Design Guidelines for Buildings, initiation of the Green Road Trial, Climate Refuge and Community Battery Projects and support for Campbelltown's EV transition planning and signing the State Government's EV Fleet Pledge.

Committees

Disability Access and Inclusion Advisory Committee

Chair: Cr McLuskey (Until November 2022)
Cr Flynn (From November 2022)

Elected Members composition:

Mayor Whittaker (ex officio), Cr Kennedy (Until November 2022), Cr McLuskey, Cr Lakhani (From November 2022)

Community Members composition:

Ms Amy Roe representing SA School for Vision Impaired, Ms Collette Hogan representing Centacare (until October 2022), Ms Karen Beale, Ms Kathy Bereny, Ms Natalie Black, Mr Ben Waechter, Mr Peter Stewart (from February 2023)

Purpose of Committee:

The Disability Access and Inclusion Advisory Committee (DAIAC) aims to identify and address access and inclusion barriers for people with disability to ensure that everyone, regardless of age or ability, can access and participate in Community life. The Committee is responsible for reviewing and monitoring Council's DAIP (Disability Access & Inclusion Plan).

Number of meetings in 2022/23: 4

Key achievements and highlights:

- » Numerous upgrades and redevelopments with accessible features (including Steve Woodcock Sports Centre, Athelstone Recreation Reserve, Magill Village, Fourth Creek Trail, Hamilton Terrace Streetscape, Max Amber Sportsfield and Thorndon Park Playground.
- » Communication Access Symbol Accreditation was obtained for Council's Customer Service
- » Council's second Disability Trainee, Mr Josh Boswell, completed a Certificate 2 in Horticulture and the third traineeship commenced with Ms Cherie Brine undertaking a Certificate 3 in Business Administration based at the Campbelltown Library
- » Council opened the new Thorndon Park inclusive playground which has communications boards and Auslan signage
- » The commencement of Communication Access Symbol Accreditation for Campbelltown Library
- » International Day of People with Disability, 'Celebration of Inclusion' – 25 submissions demonstrating how people with disability are included in the Community were shared online on 3 December 2022
- » Council Christmas Card Design Competition – for the second year, Council worked with Adelaide East Education Centre to design Council's 2022 Christmas Card. More than just a design competition, this initiative provides opportunity for partnership, relationship building, identifying of talents and celebration of young people with intellectual disability.

Economic Development Advisory Committee

Chair: Cr Flynn (Until November 2022)
Cr Blackborough (From November 2022)

Elected Members composition:

Cr Blackborough (Until November 2022), Cr Barbaro Cr Britton - La Salle, Mayor Whittaker (ex officio) (From November 2022)

Community Members composition:

Mr Ben Cunningham, Mr Brian Hales, Mr John Socratous, Ms Tracey Powell

Purpose of Committee:

To provide strategic advice on economic development and employment growth opportunities in Campbelltown.

Number of meetings in 2022/23: 4

Key achievements and highlights:

Included:

- » Increasing support services for small businesses,
- » Progressing Council's Small Business Grants scheme,
- » Promoting the Shop Local concept,
- » Enhancing the Flavours of Campbelltown Food Trail,
- » Activating Brookside Cellars, and
- » Activating the newly redeveloped Magill Village.

Reconciliation Advisory Committee

Chair: Mr Shouwn Oosting

Elected Members composition:

Cr Blackborough (Until November 2022) Cr McLuskey, Mayor Whittaker, Cr Flynn and Cr Scalzi (From November 2023)

Community Members composition:

Mr Ivan-Tiwu Copley, Mr Noel Fraser, Mr Russell Jackson, Ms Marinah Keverkis (until November 2022), Mr Aaron Dadeh, Ms Hamideh Nouri (from March 2023)

Purpose of Committee:

To provide strategic advice in relation to Reconciliation, and inform and monitor Council's Reconciliation Action Plan.

Number of meetings in 2022/23: 4

Key achievements and highlights:

- » Recognised Reconciliation Week 2023 with a Reconciliation display at the Library and Council Office. A movie night was held facilitated by Reconciliation Committee member Russell Jackson
- » Reconciliation Walk developed in partnership with City of Tea Tree Gully and Kaurana Elders at River Torrens Linear Park / Karrawirra Parri Athelstone
- » Commenced the development of the third iteration of Council's Reconciliation Action Plan.

Committees

Service Clubs Advisory Committee

Chair: Cr Leombruno

Elected Members composition:

Mayor Whittaker (ex officio) Cr Flynn (Until November 2022)
Cr Barbaro, Cr Britton-La Salle (From November 2022)

Community Members composition:

Mr Chris Ward, Mr Geoff Edwards, Mr Graeme Packer, Mr Ian Coat, Mr Michael Cook, Mr Michael McCabe, Mr Trevor Symonds, Ms Linda Lovell

Purpose of Committee:

To enhance the close working relationship between Council and the clubs and identify projects that enable partnership opportunities.

Number of meetings in 2022/23: 2

Key achievements and highlights:

- » Outlining projects, events and changes to each of the service Clubs within Campbelltown has been beneficial to each of the Service Clubs.
- » A recent review of Club signage across Campbelltown will ensure that there is a consistent and coordinated approach to promoting all of the Service Clubs which play a crucial role in enhancing and supporting the Community.

Youth Advisory Committee

Chair: This Committee has a rotational Youth Chair

Elected Members composition:

Mayor Whittaker, Cr McLuskey, Cr Kennedy (Until November 2022), Cr Flynn (From November 2022)

Community Members composition:

Until August 2022: Mr Jordan Ng, Ms Gul Zehra,
Until October 2022: Mr Isaac Oosting
Until December 2022: Ms Amber Roshkov
Until February 2023: Mr Kasey Reid, Mr Aaron Drayton,
Ms Cayleigh Stock
Ms Divsha Sharma (Appointed on 21 February 2023)
Ms Eva Dimmell, Ms Giulia-Giorgina Condoluci, Ms Lily Azli
(Appointed on 21 February 2023)
Ms Maria Barbaro
Mr Mehul Tandon (Appointed on 21 February 2023)
Mr Nathan Knight (Appointed on 21 February 2023)
Ms Olivia Cordera (Appointed on 21 February 2023)

Purpose of Committee:

The Campbelltown YAC (Youth Advisory Committee) provide advice to Council on matters relating to young people.

Number of meetings in 2022/23: 4

Key achievements and highlights:

- » Movies in the Park held in Thorndon Park for over 1000 people. 250 young people registered for 'Campbelltown Youth VIP Tickets'
- » 200 Study packs packed and distributed to local young people around exam time

- » 630 young people participated in the 2023 Campbelltown Youth Survey
- » Council supported young people on work experience and community service placements
- » Participated in the planning of a statewide youth Community Changemakers event. YAC Member Ms Cayleigh Stock joined the planning group and facilitated a session at the event
- » Council YAC and Youth Crew volunteers contributed to the planning and delivery of youth initiatives, programs and events. This included Books on Screen, a Murder Mystery Night and games activities at Campbelltown Library as well as engagement activities in local schools.

Council Assessment Panel

Chair: Mr Stephen Smith

Elected Members composition:

Cr Leombruno

Community Members composition:

Mr Brett Steiner, Mr Julian Rutt, Mr Paul Johnson

Purpose of Committee:

Pursuant to Section 83 of the Planning Development and Infrastructure Act 2016, Council has established a Committee known as the City of Campbelltown Council Assessment Panel (CAP) for the purpose of acting as the 'relevant authority' (as that term is defined in the Planning Development and Infrastructure Act 2016) in respect of all development control matters.

The CAP operates separately from Council as a development assessment authority and has its own procedures, terms of reference and protocols.

Number of meetings in 2022/23: 6

Key achievements and highlights:

- » The Assessment Panel assessed eight applications over the course of the year. Seven were approved and one refusal was issued which was subsequently appealed and overturned.

Elected Members As at 30 June 2023:

Mayor Jill Whittaker OAM



- CEO Performance Management Review Panel
- Ageing Well Advisory Committee (Ex Officio)
- Climate Solutions Advisory Committee (Ex Officio)
- Disability Access and Inclusion Advisory Committee (Ex Officio)
- Economic Development Advisory Committee (Ex Officio)
- Reconciliation Advisory Committee (Ex Officio)
- Service Clubs Advisory Committee (Ex Officio)

- Youth Advisory Committee (Ex Officio)
- Lions Against Violence (Vice President)
- State Libraries Board of SA (until August 2022)

Cr Dom Barbaro

Gorge Ward



- CEO Performance Management Review Panel
- Economic Development Advisory Committee
- Service Clubs Advisory Committee

Cr Johanna McLuskey



- CEO Performance Management Review Panel
- Ageing Well Advisory Committee
- Climate Solutions Advisory Committee
- Disability Access and Inclusion Advisory Committee
- Reconciliation Advisory Committee
- Youth Advisory Committee

Cr Luci Blackborough

Hectorville Ward



- Audit & Risk Advisory Committee
- Economic Development Advisory Committee

Cr Yassir Ajrish



Cr Claude Scalzi

Newton Ward



- Climate Solutions Advisory Committee
- Reconciliation Advisory Committee
- Murray Darling Association Representative

Cr Anna Leombruno



- Council Assessment Panel
- Ageing Well Advisory Committee
- Service Clubs Advisory Committee
- Campbelltown Historical Society Inc. (President)
- Charles Campbell College Governing Council
- Greater Adelaide Regional Organisation of Councils (GAROC)

Cr Jagdish Lakhani

River Ward



- CEO Performance Management Review Panel
- Ageing Well Advisory Committee
- Disability Access and Inclusion Advisory Committee
- Paradise Primary School Governing Council
- Rotary Club of Campbelltown Committee

Cr Matthew Noble



- Eastern Health Authority Board

Deputy Mayor Cr John Flynn, JP

Woodforde Ward



- Audit & Risk Advisory Committee
- Disability Access and Inclusion Advisory Committee
- Reconciliation Advisory Committee
- Youth Advisory Committee
- Magill Sunrise Rotary Club (Director of Youth & Community)
- Stradbroke Primary School Governing Council

Cr Therese Britton-La Salle



- Economic Development Advisory Committee
- Service Clubs Advisory Committee
- Murray Darling Association Representative

Elected Members 2018-2022

Council thanks the following outgoing Elected Members for their service to the Community during the 2018-2022 Council term.

Cr John Kennedy, OAM JP



- Active Ageing Advisory Committee
- CEO Performance Management Review Panel
- Disability Access & Inclusion Advisory Committee
- Performing Arts Centre Working Party
- Youth Advisory Committee
- Eastern Health Authority Board
- Campbelltown Community Club (President)
- Murray Darling Association

Cr Elena Casciano



- Audit & Governance Advisory Committee
- CEO Performance Management Review Panel
- Australian Local Government Women's Association South Australia
- Loreto College Marryatville (Director)
- Paradise Primary School Governing Council
- Rugby Union South Australia (Director)

Cr Dr Sue Irvine



- Climate Solutions Advisory Committee
- Performing Arts Centre Working Party
- Reconciliation Advisory Committee
- Max Amber Sportsfield Working Party



Workshops / CEO Briefing Sessions

A number of workshops or CEO Briefing Sessions were held during the year to enable Council to seek clarification on matters or discuss background information prior to items being considered in formal Council meetings.

The CEO Briefing Sessions are held approximately monthly and details of attendance in relation to these sessions is provided below:

Prior to November 2022 Elections

Date	Session	Mayor Whittaker	Cr Leombruno	Cr Kennedy	Cr Noble	Cr Barbaro	Cr Britton-La Salle	Cr Blackborough	Cr Flynn	Cr Casciano	Cr Irvine	Cr McLuskey
18 July 2022	CEO Briefing Session - Business Case (Waste Collection Trial) / Proposed Athelstone Bike Track / CHSP Update / Urban Forest Strategy / Managing Pigeons	Y	A	Y	A	A	Y	Y	A	Y	Y	Y
25 July 2022	CEO Briefing Session - Performing Arts Centre (Commercial in Confidence) Christmas Parade	Y	Y	Y	Y	A	Y	Y	A	Y	Y	Y
8 August 2022	CEO Briefing Session - Caretaker Period, Boundary Commission Update	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y
10 October 2022	Manresa Court Road Closing Process Objectors Meeting	Y	Y	Y	Y	Y	Y	A	Y	Y	A	Y
Total		4	3	4	3	1	4	3	2	4	3	4

Y = Attended | A = Apology | N = Non Attendance

Post November 2022 Elections

Date	Session	Mayor Whittaker	Cr Leombruno	Cr Noble	Cr Barbaro	Cr Britton-La Salle	Cr Blackborough	Cr Flynn	Cr McLuskey	Cr Scalzi	Cr Lakhani	Cr Ajrish
22 November 2022	Swearing In - Elected Member Introduction Training - Mock Meeting	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
16 January 2023	CEO Briefing Session - Australia Day Awards, Planning Review, By-Law Review	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y
13 February 2023	CEO Briefing Session Behavioural Standards, Council Meeting Evacuation Procedures, Paradise Recreation Plaza and Policies and Procedures	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	A
14 March 2023	CEO Briefing Session: Mandatory Training - Natasha Jones (Kelledy Jones) - Chairing Meetings, IT Security, Asset Management	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	A
11 April 2023	CEO Briefing Session: Green Adelaide-Brendon Greer, UHY Haines Norton - Corrin Garrets, Lyndhurst House, PAC at Thorndon Park	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	A
9 May 2023	CEO Briefing Session: Social Media for Elected Members, MLS Advice, Climate Solutions	Y	Y	A	Y	Y	A	Y	Y	Y	Y	A
27 June 2023	CEO Briefing Session: Margaret's Way - Street Naming, Retirement Village Bins, Pavilion at Thorndon Park, Ombudsman's Report	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	A
Total		7	7	6	7	3	6	6	7	7	7	2

Y = Attended | A = Apology | N = Non Attendance

Elected Member Training and Development

Elected Member Training and Development Plan 2022/2023

Council conducted training in accordance with a structured Elected Member Training and Development Plan during the year. Council's training and development plan was in accordance with the Local Government Association's Mandatory Standards for Elected Members following the 2022 Periodic Election. The training included core modules which covered:

- » Leadership Competency
- » Civic
- » Legal
- » Strategy and Finance
- » Behaviour

All Elected Members completed their Mandatory training modules by 30 June 2023 (as detailed in the Elected Members Mandatory Training Register available from Council's website).

Additional Training

In addition to training offered as part of the Elected Member Training and Development Plan, Elected Members have undertaken the following training and development activities during the reporting period:

Date	Training / Development Activity	Elected Members
12 May 2023	LGA Deputy Mayor Forum	2
13-16 June 2023	Australian Local Government Association National General Assembly	4

Elected Member Register of Overseas and Interstate Travel

Register of Overseas and Interstate Travel – Council Members

Council maintains a register of overseas and interstate travel (with the exception of interstate travel by land that does not require an overnight stay) undertaken by Elected Members in their official capacity. Travel by Elected Members in the previous 12 months included:

Councillor	Dates	Destination	Purpose	Total Cost
Mayor Whittaker	13-17 June 2023	Canberra	Australian Local Government Association National General Assembly 2022	\$2,504
Cr Blackborough	13-16 June 2023	Canberra	Australian Local Government Association National General Assembly 2022	\$1,949
Cr Lakhani	13-16 June 2023	Canberra	Australian Local Government Association National General Assembly 2022	\$1,859
Cr Britton-La Salle	13-16 June 2023	Canberra	Australian Local Government Association National General Assembly 2022	\$1,846

Notes:

Total cost includes the cost of transport, accommodation and incidentals.

Elected Member Training and Development

Elected Member Attendance at Council Meetings (including Special Council meetings)

Prior to November 2022 Elections

Name	5 July 2022	19 July 2022	2 August 2022	16 August 2022	5 September 2022	20 September 2022	4 October 2022	18 October 2022	1 November 2022	TOTAL
Mayor Whittaker	Y	Y	Y	Y	Y	Y	Y	Y	Y	9
Cr Barbaro	Y	A	A	Y	Y	Y	A	Y	Y	7
Cr Blackborough	Y	Y	Y	Y	Y	Y	A	Y	Y	8
Cr Britton-La Salle	Y	Y	Y	Y	Y	Y	Y	Y	Y	9
Cr Casciano	Y	Y	Y	Y	Y	Y	A	Y	Y	8
Cr Flynn	Y	A	Y	Y	Y	Y	Y	Y	Y	8
Cr Irvine	Y	A	Y	A	Y	A	Y	Y	Y	6
Cr Kennedy	Y	Y	Y	Y	Y	Y	Y	Y	Y	9
Cr Leombruno	Y	Y	Y	Y	Y	Y	Y	Y	Y	9
Cr McLuskey	Y	Y	Y	Y	A	Y	Y	Y	Y	8
Cr Noble	Y	A	Y	Y	Y	Y	Y	Y	Y	8

Y = Attended | A = Apology | N = Non Attendance

Post November 2022 Elections

Name	6 December 2022	20 December 2022	17 January 2023	7 February 2023	21 February 2023	7 March 2023	21 March 2023	4 April 2023	18 April 2023	2 May 2023	15 May 2023	5 June 2023	20 June 2023	TOTAL
Mayor Whittaker	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13
Cr Barbaro	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13
Cr Blackborough	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	A	Y	11
Cr Britton-La Salle	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	11
Cr Flynn	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13
Cr Leombruno	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13
Cr McLuskey	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13
Cr Noble	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	12
Cr Ajrish	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	11
Cr Scalzi	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13
Cr Lakhani	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	13

Y = Attended | A = Apology | N = Non Attendance



Payment of Allowances

Payment of Allowances to Members of Council and Council's Committees

Elected Members Allowances

Section 74 of the Local Government Act 1999 requires that the Remuneration Tribunal determine, on a four yearly basis, allowances for all South Australian Councils. The City of Campbelltown is classified as a Group 2 Council.

The Elected Member allowances were effective as follows:

	Allowance from 9 November 2021	Allowance from 17 November 2022
Mayor	\$74,212	\$76,440
Deputy Mayor	\$23,191	\$23,888
Elected Member and Chairperson of a Prescribed Committee	\$23,191	\$23,888
Elected Member	\$18,553	\$19,110
Elected Member who is Chairperson of a Section 41 Committee	\$183 per meeting, limited to an aggregate amount of \$1,096 per annum	\$188 per meeting, limited to an aggregate amount of \$1,129 per annum

Payments for 2022/2023

	Elected Member Allowance Entitlement	Elected Member Allowance Paid	DAP/CAP Allowance Paid	Chairperson Allowance	Total Allowances Paid
Mayor Whittaker	\$75,883.00	\$70,750.73	n/a	n/a	\$70,750.73
Cr Ajrish	\$14,332.50	\$14,332.50	n/a	n/a	\$14,332.50
Cr Barbaro	\$18,970.75	\$18,970.75	n/a	\$1,128	\$20,098.75
Cr Blackborough	\$18,970.75	\$18,924.32	n/a	\$376	\$19,300.32
Cr Britton-La Salle	\$18,970.75	\$18,970.75	n/a	n/a	\$18,970.75
Cr Casciano	\$4,638.25	\$4,751.50	n/a	\$366	\$5,117.50
Cr Flynn	\$22,307.22	\$22,307.22	n/a	\$183	\$22,490.22
Cr Dr Irvine	\$4,638.25	\$4,638.25	n/a	n/a	\$4,638.25
Cr Kennedy	\$4,638.25	\$4,638.25	n/a	n/a	\$4,638.25
Cr Lakhani	\$14,332.50	\$14,332.50	n/a	n/a	\$14,332.50
Cr Leombruno	\$18,970.75	\$18,970.75	\$2,000	\$742	\$21,712.75
Cr McLuskey	\$18,970.75	\$18,970.75	n/a	\$183	\$19,153.75
Cr Noble	\$18,970.75	\$18,970.75	n/a	n/a	\$18,970.75
Cr Scalzi	\$14,332.50	\$14,332.50	n/a	n/a	\$14,332.50

Payment of Allowances

Council maintains a Register of Allowances and Benefits which sets out the specific details of allowances and benefits paid to the Elected Members. In addition, Elected Members are able to claim for the provision of facilities and support, and reimbursement of costs in accordance with Council's Elected Members' Allowances and Support Policy.

Sitting Fees Paid to Independent Committee Members

During 2022/2023 Independent Members were paid a sitting fee in accordance with the following schedule:

Council Body	Council Resolution date	Applicable From	Sitting Fee per Meeting Independent Chairperson / Presiding Member	Sitting Fee per Meeting Independent Member
Audit and Governance Advisory Committee	17 December 2019	17 December 2019	\$500	\$400
Council Assessment Panel	4 December 2018	4 December 2018	\$500	\$400
Economic Development Advisory Committee	19 May 2015	1 July 2015	n/a	\$275
Reconciliation Advisory Committee	18 December 2018	18 December 2018	\$170, capped at \$1,020 per annum	\$0
Climate Solutions Advisory Committee	7 December 2021	7 December 2021	\$275	\$275

Payments made to Independent Committee Members in the 2022/2023 financial year (excluding superannuation):

Audit & Governance Advisory Committee	
Independent Member	Sitting Fee
Mr Roberto Bria (Chairperson)	\$1,900
Dr Andrew Johnson	\$2,100
Mr Philip Vincent	\$2,400

Economic Development Advisory Committee	
Independent Member	Sitting Fee
Mr John Socratous	\$825
Mr Brian Hales	\$825
Ms Tracey Powell	\$550
Mr Robert Cunningham	\$275

Reconciliation Advisory Committee	
Independent Member	Sitting Fee
Shouwn Oosting	\$510

Council Assessment Panel	
Independent Member	Sitting Fee
Mr Stephen Smith (Presiding Member)	\$2,500
Mr Julian Rutt	\$2,000
Mr Paul Johnson	\$1,600
Mr Brett Steiner	\$800

Climate Solutions Advisory Committee	
Independent Member	Sitting Fee
Professor John Boland	\$825
Ms Kirsty Robinson	\$275
Mrs Roselynn Sosrodiredjo	\$275

Note: Mr Patrick Greene does not accept payment for his position on the Climate Solutions Advisory Committee.

Decision Making

Decision Making Structure of Council

Council makes decisions that may directly or indirectly affect its Community, stakeholders or other interested parties due to servicing of relevant projects, programs, goods and services. The following mechanisms contribute to Council decision making.



Report on Internal Review of Council Decisions

During 2022/2023, Council received four applications for review of a decision in accordance with Section 270 of the Local Government Act 1999. Details of each application are below.

- » One applicant made two applications regarding the impact of roadworks on a business.
- » One application (requested on 19 June 2023) remained outstanding at 30 June 2023.

Date Requested	About	Decision	Closed	Cost
20/8/2022	Manresa Road Closing Process and Land Swap	Decision 1 upheld, Decision 2 refused, Decision 3 refused	01/09/2021	\$1213.80 (inc GST) + Staff time (1 hour)
15/9/2022	Ongoing roadworks Magill Fruit & Veg	Application refused – no decision to be made	6/12/2022	Staff time (0.5 hours)
6/12/2022	Ongoing roadworks Magill Fruit & Veg	Application closed due to non-payment of invoice	4/4/2023	Staff time (1 hour)
19/06/2023	Fee Waiver request – block clearing		18/9/2023	Staff time (6 hours)

A comparison of requests to the previous 5 years shows a significant drop in Section 270 Internal Review requests compared to the previous year.

Financial Year	Number of requests	Movement in relation to previous year
2018/2019	6	0
2019/2020	3	-3
2020/2021	7	+4
2021/2022	0	-7
2022/2023	4	+4

Council's Internal Review of Council Decisions Policy is available from its website.

Request for Service and General Complaint Handling

Council's Request for Service and General Complaint Handling Policy is available from its website. The Policy clarifies how Staff will manage requests for service and general complaints received from the local Community, including timeframes and escalation processes in respect to complaints.

Requests for Service

There were 9,583 requests for service actioned by Staff during the year. A review of comparison data over the last 5 year period shows that Council received approximately 1,500 more requests in the last 12 months compared to the 2021/2022 period.

Financial Year	Number of requests	Movement in relation to previous year
2018/2019	6,563	+331
2019/2020	6,435	-128
2020/2021	7,550	+1,115
2021/2022	8,098	+548
2022/2023	9,583	+1,485

Complaints

Council received 77 general complaints from the Community via letters, emails and website forms (up from 56 complaints in 2021/2022). Complaints were most frequent in relation to road safety concerns, maintenance of facilities, parking and traffic issues, East Waste Services as well as complaints about staff behaviour.

Council also received a number of complaints from residents about the behaviour of their neighbours, mostly related to parking issues in local streets (either illegal parking or ongoing long stay issues), early morning development and/or business related noise, fencing issues, inappropriate behaviour at or around Housing Trust properties, hard rubbish left on verges without correct usage of collection services and residents not using Council issued bins correctly.

Staff resources have been used to respond to requests and resolve/escalate matters as appropriate.

During 2020, the Federal Sex Discrimination Commissioner at the Australian Human Rights Commission released a report called Respect@Work. Following this, Council commenced collecting data on sexual harassment complaints with results as follows:

Financial Year	Complaints against Elected Members	Complaints against Staff
2020/2021	0	0
2021/2022	0	0
2022/2023	0	2

Community Engagement

Council is committed to maximising engagement with the Community and providing opportunities which are meaningful, timely and genuine. Council's Public Consultation Policy has been developed incorporating the IAP2 (International Association for Public Participation) framework for public participation and the requirements of the Local Government Act 1999.

Council's Strategic Plan demonstrates its commitment to community engagement, including objectives to communicate with the Community using a range of tools and strategies, and drive innovation, enhancement and efficiency through collaboration. Council informs, consults, involves and collaborates with stakeholders, residents and ratepayers at different times throughout the life of projects. Community members responding to consultations are encouraged to participate in engagement activities in an honest and genuine way to assist Council to understand Community views.

During 2022/2023 Council's online community engagement platform, Connect 2 Campbelltown, has continued to be used by residents, ratepayers and other interested persons as a convenient method for responding to consultation opportunities. There were 1,619 Community registrations to the platform (increased by over 200 participants during the year) as at 30 June 2023. All interested persons are encouraged to 'connect with us' at <https://connect2.campbelltown.sa.gov.au>

During 2022/2023, Council engaged a total of 931 Community members:

- » 324 Community members attended 6 engagement activities (including public meetings, workshops and advisory Committee meetings)
- » 607 Community members provided survey or written feedback.

Due to 2022 being a Local Government election year, there was less opportunity to engage with the Community. 14 projects were completed, including:

- » Animal Management Plan
- » Manresa Land Swap
- » Manresa Road Closing Process
- » Urban Forest Strategy
- » Golf Course Masterplan
- » Donald Street & Tranquil Court Playgrounds (Stage 2)
- » Community Land Management Plan
- » Policy Review - batch 1
- » Policy Review - batch 2

- » Cool Refuge Expression of Interest
- » Monaro/ Padova Playground (Stage 2)
- » Draft Childrens Policy
- » By-Laws Review
- » Draft 2023/2024 Annual Business Plan and Budget.

Consultation commenced in mid-June 2023 for:

- » Cool Refuge Survey
- » Policy Review - batch 3.

Techniques used for engagements varied as they were dependent on the project and purpose of the engagement. Techniques used by Council in 2022/2023 included:

- » Surveys and feedback forms (hard copy and online)
- » Submissions by letter or email, providing verbal feedback by telephone or in person
- » Expression of Interest opportunity
- » Attending and providing input at:
 - » Public meetings and workshops
 - » Shopping centre intercepts
 - » Children's workshops
 - » Targeted meetings with stakeholders, Community members and Council Committees
 - » Public displays and Drop in Sessions.

City wide and targeted promotion occurred for each project including:

- » Distribution of flyers, posters and consultation packs at key Council locations and local locations (including shopping centres and individual businesses) when relevant
- » Advertising in *The Advertiser*, Council's electronic newsletters, and local newsletters
- » Posts on social media (Facebook, Twitter and Instagram), on My Local Services app and notices on Council's website.
- » Street signage on corflutes, banners and electronic Variable Messaging Systems.
- » Letters/emails to stakeholders, residents and ratepayers, those directly affected and past participants.

Staff also conducted a comprehensive Community Engagement Review to benchmark practices against legislation and other Council arrangements, and to establish opportunities for improvement in the service. The results of this review were reported to Council on 21 March 2023.

Use of Confidentiality Provisions

In accordance with Section 90(1) of the Local Government Act 1999, all Council and Committee meetings were conducted in a place open to the public.

On every occasion that Section 90(2) of the Local Government Act 1999 was utilised to exclude the public, the minutes included the proceedings for making a confidentiality order and the ground on which the order was made.

Use of the provisions

The following information summarises orders made by Council during the financial year.

90(2)	A Council or Council Committee may order that the public be excluded from attendance at a meeting to the extent (and only to the extent) that the Council or Council Committee considers it to be necessary and appropriate to act in a meeting closed to the public in order to receive, discuss or consider in confidence any information or matter listed in subsection (3) (after taking into account any relevant consideration under that subsection) – 10 occasions.
90(3)(a)	Information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead) – 0 occasions.
90(3)(b)(i)	Information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the Council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the Council – 8 occasions.
90(3)(d)(i) & (ii)	Commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party - 11 occasions.
91(7)	The Council or Council Committee orders that the document or part be kept confidential - 13 occasions.
91(9)	The Council or Council Committee may delegate to an employee of the Council the power to revoke the order – 1 occasion.

Status of Orders

Council has made the following orders during the year:

Date	Item of Business	Action / Exclusion	Release date if known
19 July 2022	Expression of Interest – Newton Transfer Station	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	5 January 2023
16 August 2022	Santos Tour Down Under Women's Race Stage Finish	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	5 January 2023
5 September 2022	Kerbside Collection Recyclables	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	
19 December 2022	Appointment of External Auditor – 2022/2023 to 2026/2027 (attachment)	90(3), 90(3)(d)(i), 91(7)	20 April 2023
17 January 2023	Australia Day Awards 2023	90(2) and (3)(o), 91(7)(b), 91(9)(c)	1 May 2023
17 January 2023	Appointment of External Auditor – 2022/2023 to 2026/2027	90(3), 90(3)(d)(i), 91(7)	1 May 2023
7 February 2023	Open Space Grant Program	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	
7 February 2023	Land Purchase	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	
21 February 2023	Tour Down Under 2024 – Expression of Interest	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	
7 March 2023	Tender Report – Paradise Recreation Plaza Works	90(2), 90(3), 90(3)(b)(i), 90(3)(d)(i) & (ii), 91(7)	4 May 2023
16 May 2023	Electricity Procurement Update 2023 and Delegation	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	
20 June 2023	Lochiel Park Golf at Geoff Heath Par 3 Management and Maintenance Agreement Novation	90(2), 90(3)(d)(i) & (ii), 91(7), 90(3), 90(3)(b)(i)	
20 June 2023	2023 NAIDOC Youth Award	90(2), 90(3)(o), 91(7)	

Community Access to Information

By-Laws

Council undertook two processes to refresh and update its By-Laws during 2022/2023.

Firstly, Council's By-Law 6 (Cats) was adopted and gazetted on 25 August 2022. The State Government's Legislative Review Committee then scrutinised the By-Law during early 2023, and the By-Law was implemented on 1 June 2023.

Whilst the remainder of Council's By-Laws (1-5), which came into effect on 1 January 2017, continued throughout the year, Council commenced a process to refresh By-Laws as follows prior to their expiration on 31 December 2023:

- » By-Law 1 Permits and Penalties
- » By-Law 2 Moveable Signs
- » By-Law 3 Roads
- » By-Law 4 Local Government Land
- » By-Law 5 Dogs.

Council made new By-Laws on 20 June 2023 and gazetted them on 13 July 2023. The updated By-Laws commenced on 13 November 2023.

Copies of all By-Laws and associated resolutions are accessible from Council's website or Council's office during business hours.

Freedom of Information

Council received 16 requests for access to information under the Freedom of Information Act from 1 July 2022 to 30 June 2023 (compared to 6 in 2021/2022).

In summary:

FOI Requests	Personal Affairs	Non-Personal Affairs	Total
Number of Applications Received	2	14	16
Brought Forward	0	0	0
Withdrawn	0	0	0
Refused	0	0	0
Transferred to another Agency	1	1	2
Applications requiring consultation	0	9	9
Unfinished (carried forward)	0	0	0
Completed as of 30 June 2023	0	16	16

Access Determination Details:

- » Six applications were released in full.
- » Nine applications were released in part which includes one application transferred in part. The basis for restricting or refusing access to information in full for these applications were based on:
 - » Schedule 1 - Exempt Documents - Documents affecting personal affairs – Clause 6 (1) of the Freedom of Information Act 1991
 - » Schedule 1 - Exempt Documents - Documents affecting business affairs – Clause 7 (1)(b) of the Freedom of Information Act 1991
 - » Schedule 1 - Exempt Documents - Documents affecting business affairs – Clause 7 (1)(c) of the Freedom of Information Act 1991
 - » Schedule 1 - Exempt Documents - Documents subject to legal professional privilege – Clause 10 (1) of the Freedom of Information Act 1991
 - » Access to documents – Part 3 – General – Division 1 – Transfer of applications – Clause 16 (1)(a) of the Freedom of Information Act 1991
 - » Access to documents – Part 3 – General – Division 1 – Transfer of applications – Clause 16 (1)(b) of the Freedom of Information Act 1991
- » Two applications were transferred to EHA, one in full and one in part.
- » Two accredited Freedom of Information Officers spent approximately 8% of their time assessing applications and making their determinations.

Council publishes an updated Freedom of Information Statement on its website annually in accordance with Section 9(1a) of the Freedom of Information Act 1991.

List of Codes of Conduct / Practice

During 2022/2023, Council maintained the following Codes of Practice as required by the Local Government Act 1999:

- » Code of Practice for Access to Meetings and Documents
- » Code of Practice for Meeting Procedures.

Both of these documents are available on Council's website or from Council's Office (during business hours) throughout the financial year. In addition, Council provides links to the State Government's Conduct Management Framework for Elected Members from the 'Contact Us' section of its website.

List of Registers

Council maintained the following registers throughout the year as required by the Local Government Act 1999 or the Local Government (Elections) Act 1999:

- » Community Land Register*
- » Elected Member Register of Interests Extract Register*
- » Elected Members Gifts and Benefits Register*
- » Register – Council and Committees Disclosure of Interests*
- » Register of By-Laws*
- » Register of Delegations*
- » Register of Elected Members' Allowances and Benefits
- » Register of Officers' Interests
- » Register of Officers' Remuneration, Salaries and Benefits*
- » Register of Public Roads
- » Staff Gifts and Benefits Register*.

Council maintains the following registers under other pieces of legislation:

- » Development Act 1993 - Register of Development Applications / Approvals, and Land Management Agreement Register
- » Dog and Cat Management Act 1995 - Register of Dogs.

Registers marked with an asterisk (*) are available for viewing from Council's website. The remaining registers (with the exception of the Register of Officers' Interests) are available for viewing or copies may be purchased from Council's Office, 172 Montacute Road, Rostrevor during business hours.

It should be noted that only extracts are able to be copied from the Register of Dogs. The Register of Officers' Interests is not available for viewing.

Local Nuisance and Litter Complaints

In the last 12 months, Council's Authorised Officers have investigated 1,182 matters pursuant to the Local Nuisance and Litter Control Act 2016. The majority of these related to illegal dumping on public land. Staff issued 23 Cautions, 7 Expiation notices and 4 Abatement Notices concerning the investigated matters. In a number of other cases Staff were able to address matters in an informal manner.

Issue	No. of matters investigated
Litter	697
Noise	73
Smoke	16
Dust	9
Odour	5
Promotional/Graffiti	134
Unightly Land	194
Vibration	0
Drag out (dirt/debris)	44
Total	1,182

Online Services | Website & Social Media

The Campbelltown City Council website provides information on activities, services, facilities and programs provided by Council.

Over 1,500 people subscribe to Council's monthly e-newsletter to stay in the loop with upcoming events, activities, engagement opportunities, Council services and much more.

The website averages 30,000 visitors per month, with the most accessed pages being The ARC Campbelltown, Campbelltown Library Services, Thorndon Park, Waste and Recycling, and Events.

The homepage provides easy access to the most popular sections of the website, as well as links to Council's social media accounts. With over 7,800 followers on Facebook, over 1,700 followers on Instagram and over 3,400 followers on Twitter, social media is a great way to stay up-to-date with Council information, as well as other information relevant to the local area.

The My Local Services App is another tool for residents to receive local information about events, kerbside waste collection and more.

For more information about Council, visit the links below:

- » www.campbelltown.sa.gov.au
- » www.facebook.com/CampbelltownSA
- » www.instagram.com/CampbelltownSA
- » www.twitter.com/CampbelltownSA

Our Organisation

Structure

Council's administration is divided into four departments with one reporting to the Chief Executive Officer:



Executive Management Team



Paul Di Iulio
Chief Executive Officer



Michelle Hammond
General Manager Community
Connections



Andrian Wiguna
Infrastructure, Planning
& Sustainability Services



Tracie Dawber
General Manager
Corporate Services

At 30 June 2023, four positions made up Council's EMT (Executive Management Team). This included the Chief Executive Officer and three General Managers. EMT is responsible for leading and developing the administration, as well as building the organisational capability and culture required to deliver the vision, strategies and framework set out in the City of Campbelltown's Strategic Plan.

Salaries for the EMT ranged from \$204,193 to \$287,659 per annum (FTE equivalent) plus superannuation. Incumbents are also provided with a motor vehicle (including private use).

Management Team – Members and Board Membership (at 30 June 2023)

Chief Executive Officer	Paul Di Iulio	East Waste (Director/Deputy Chairperson) East Waste Audit & Risk Committee Norwood Football Club (President/Chairperson) Redlegs Club (Chairperson) SYC Inc (Director) Diles Investment Pty Ltd (Director) SANFL (League Director) Adelaide Cemetery Authority (Director) Child Development Council (Director)
General Manager Community Connections	Michelle Hammond	Eastern Health Authority Mt Barker Council Audit and Risk Committee
General Manager Corporate Services	Tracie Dawber	
General Manager Infrastructure, Planning & Sustainability Services	Andrian Wiguna	Institute of Public Works Engineering Australasia, SA (Director) East Waste (Deputy Director)
Manager Business & Technology Services	Jo Farrelly	
Manager City Operations	Jean-Pierre Koekemoer	
Manager Community Services & Social Development	Tracy Johnstone	Lions Against Violence Adelaide (Secretary) Child Development Council Data Reference Group Statewide Palliative Care Clinical Network Steering Committee
Manager Customer Experience	Donna Busuttil	
Manager Finance	Simon Zbierski	Demons Touch Football Association Marryatville High School Governing Council (Chairperson) South Australian Local Government Financial Management Group Inc.
Manager Governance	Lyn Barton	Eastern Region Alliance Governance Group (Chairperson)
Manager Infrastructure Services	Wade Della Torre	
Manager Library Services	Tamara Williams	
Manager People & Culture	Rachel Read	
Manager Planning Services	Nigel Litchfield	
Manager Recreation & Leisure Services	Andrew Nairn	South Australian Aquatics Committee

Our Organisation

Staff Profile

As at 30 June 2023, Council employed 161 people with a full-time equivalent (FTE) of 142.4.

The workforce comprised:

- » 78 permanent, full-time Staff (78 FTE)
- » 36 permanent, part-time Staff (25.2 FTE)
- » 27 fixed-term contract – full-time and 20 part-time Staff (12.2 FTE)
- » 0 casual Staff (0 FTE).

Staff are located across the various Council facilities including the Council Office, Public Library, Council Depot and The ARC Campbelltown.

Our Workplace

The diverse and deeply committed workforce enables Council to deliver its vision to provide a safe, sustainable and vibrant Community.

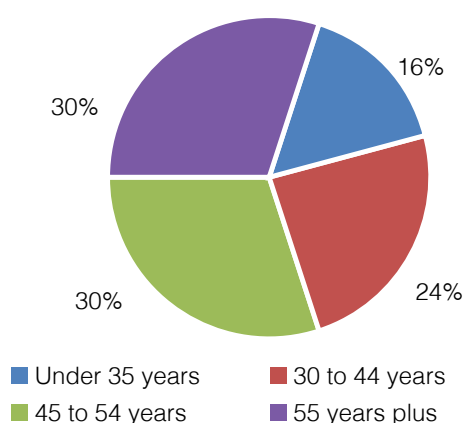
The broad range of professional and personal development activities, flexible work arrangements, staff benefits and health and wellbeing initiatives enable Staff to maintain a healthy work-life balance and reach their full potential.

Building Employee Capability

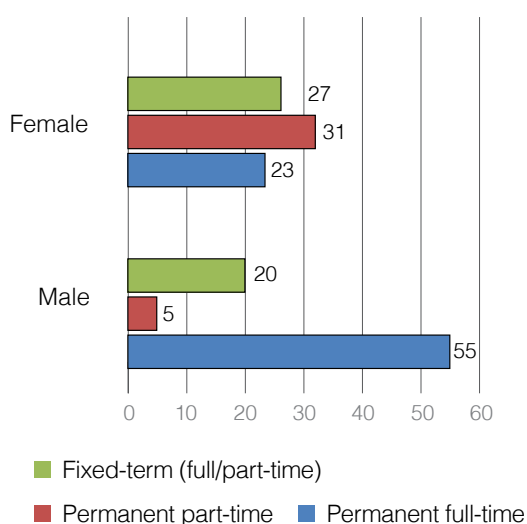
In support of the Staff's efforts to deliver their best for the City, the people and leaders within the organisation engage in regular performance and development conversations. These meaningful discussions offer employees the chance to establish and evaluate goals in alignment with the Strategic Plan, recognise accomplishments, and enhance their skills through a development plan. Leaders conduct well-being check-ins with their staff members during these routine conversations.

The organisation has revitalised its performance review procedure by implementing an electronic process, thereby minimising its environmental footprint and streamlining the overall process.

Age profile of the workforce



Number of Staff (head count) by employment type and gender



Our Organisation

Leadership Capability

Leadership development has been a focal point for the organisation's leaders to ensure that they are enhancing their capability and equipping themselves with the necessary skills and resources to lead and coach their teams.

This year, the organisation hosted its first two leadership forums, during which it introduced the Leadership Capability Framework - Accountability, Authenticity, Communication, Courage, Empathy, and Strategic. This framework is designed to support the organisation's present and future leaders by aligning with leadership initiatives. The initial two leadership forums allowed the People Leaders to concentrate on Accountability, which has been identified as a primary focus. The organisation inaugurated the ASPIRE Program in December, which involved 11 emerging leaders participating in a development program that aligns with the Leadership Capabilities.

Inclusive Traineeship

We continue to support our community through inclusive traineeships such as disability and aboriginal traineeships.

Recognising Our People

Council appreciates peer-to-peer recognition can be powerful to increase staff collaboration and morale.

Service Milestone Recognition enable us to recognise the contribution, loyalty and outstanding achievements of our staff members through their years of service. As at 30 June, the following staff members reached the below years of service:

Length of Service	Employee Name
10 Years	Robert De Marchi Susan Graham Matthew Smith Emily Moskwa
20 Years	Darren Adams Nicholas De Palma Steve Zenari Sharon Pappas
25 Years	Carolyn Campbell Remo Paolini
35 Years	John Cavuoto

The average length of service for all staff is 11.3 years.

Employees Register of Overseas and Interstate Travel

Council maintains a register of overseas and interstate travel undertaken by Employees in their official capacity.

Staff Member	Conference/ Meeting Dates	Destination	Purpose	Total Cost (includes accommodation costs)
Paul Di Iulio	15 – 19 March 2023 28-30 March 2023 13-16 June 2023	Darwin Sydney Canberra	Smart Cities Meeting with Darwin Council Leading Innovation Summit Australian Local Government Association National General Assembly 2022	\$5,063
Emily Moskwa	12-14 October 2022 17-19 October 2022 15 – 19 March 2023	Sydney Melbourne Darwin	National Economic Development Conference Parks & Leisure National Conference 2022 Smart Cities Meeting with Darwin Council	\$3,229
Caroline Moeller	May 2023 1-4 August 2022	Sydney Melbourne	Corporate PA Summit Corporate PA Summit	\$2,438
Ankica Elder	11-14 October 2022	Sydney	National Economic Development Conference	\$2,324
Andrian Wiguna	15 – 19 March 2023	Darwin	Smart Cities Meeting with Darwin Council	\$1,499
Rachel Read	9-11 November 2022	Sydney	Health & Wellbeing Conference	\$1,129
Michelle Hammond	9-11 November 2022	Sydney	Health & Wellbeing Conference	\$1,099
Sharon Pappas	3-7 March 2023	Melbourne	International Toy Library Conference & Australian Toy Fair	\$916

Healthy Lifestyle Program

Council's Health and Wellbeing Program consists of a diverse range of presentations and interactive sessions on relevant, health-related topics that promote good health and improve overall wellbeing.

The Program has four key categories – body, mind, heart and connections.

The Council supports and values its Staff who bring their best each day. We recognise life comes with challenges and the Program's purpose is to provide them with the essential tools and knowledge that will help them to remain healthy and better manage life's challenges.

In addition to the Health and Wellbeing Program, Council continues to support a range of healthy lifestyle initiatives such as free voluntary health assessments, skin cancer screenings, flu vaccinations, hearing screenings (role specific), drug and alcohol awareness, mental health first aid training and ergonomic assessments of workstations. Council offers an Employee Assistance Program to Managers and Staff with to assist with wellbeing in the workplace.

Work Health & Safety and Return to Work

Council has now delivered on all the Risk Evaluation Actions for 2022/2023 and continually work towards improving processes by auditing targeted WHS (Work Health and Safety) areas. Council finalised all actions associated with the Return to Work and Plant Procedure Validations in August 2023.

Council has successfully completed all the actions within the WHS and RTW Action and Training Plans and provides regular updates in the quarterly WHS Performance Reports, which are also considered by the WHS Committee.

Other key activities completed in the last 12 months include:

- » Improving Council's WHS Management system
- » Operations Teams moving to an electronic platform which allows for critical safety instruction to be made available at the closest point of task,
- » Hazardous chemical store and task review including obtaining the dangerous substance licensing for the Depot and compliance with the Dangerous Substances Act 1979,
- » Review of WHS training requirements
- » Conducted training needs analysis for all Staff Teams.

Return to Work Systems

Council's RTW (Return to Work) procedure was reviewed and revised in July 2023. The Management Team have been retrained in RTW procedures and all training records are now maintained electronically in the SkyTrust system.

Emergency Planning

The BCP (Business Continuity Plan) was updated; the Plan will be implemented with supporting Staff training and scenario testing in December 2023. All site Emergency Procedures were reviewed and provided to Staff for familiarisation. Council continues to review and improve its emergency preparedness and recovery plans.

In response to some recent aggressive customer incidents, Council has made customer escalation training available to all Staff and continues to review infrastructure controls at each site to minimize the risk for customer facing Staff.

Council has refreshed all i-Responda Staff training and continues to implement i-Responda systems into Council processes.

Enterprise Risk Management

The Enterprise Risk Management Framework has been revised and awaits adoption through EMT. Once the new framework has been adopted, training will be provided to the Management Team through Local Government Risk Services.

Risk identification brain storming sessions were run with all Council Staff during the year to identify risks across all operations. These risks were then reviewed by EMT and will be formalised in Council's systems during the 2023/2024 financial year.

Programs and Facilities

Community Grant Information

The aim of the Community Grants Program is to support individuals and groups through recognising individual excellence, support groups and organisations that provide activities, services and events to make Campbelltown an even greater place to live.

During 2022/2023 the following Community Grants were approved:

Name of Group	Amount (\$)
Major (approved by Staff)	18,672
Rotary Club of Morialta	3,000
Adelaide Kitten Rescue Inc	2,000
U3A Campbelltown	2,000
Magill Church of Christ	2,000
Eastern United Football Club Inc	2,000
Athelstone Community Garden	2,000
Australia Donna Association	2,000
Shruthi Adelaide	1,000
Campbelltown Arthouse	959
Street Outlaws Car Club Inc	914
Inner Wheel North East Sunset	799
Events (approved by Council)	6,087
St Francis of Assisi Newton	5,000
North East Salvos	1,087

Name of Group	Amount (\$)
Minor (approved by Staff)	8,692
Rotary Club of Morialta	760
St Vincent de Paul Society of SA Hectorville/ Tranmere	700
St Vincent de Paul Society of SA Newton	700
Adelaide Knit and Natter	700
Campbelltown Over 50s Fun Club	700
Lochiel Park Community Garden	700
The Gums Landcare Group	630
In-Kind (Hall or Bus)	
SA Orchid Society	1,000
Lions Against Violence Adelaide	387
Magill Probus	372
Nirodah Meditation Centre	354
Pilgrim Lutheran Church Magill	345
Rotary Club of Campbelltown	200
The Gums Landcare Group	70

Personal Achievement Grants

The Personal Achievement Grants scheme is provided to recognise the personal achievement of individuals representing South Australia or Australia in State, National or International events. Applicants must be Council residents.

During the year, 50 Personal Achievement Grants totalling \$8,400 were approved in the following fields:

Archery	1
Arts	1
Athletics	2
Baseball	4
Basketball	3
Calisthenics	1

Cheerleading	7
Chess	1
Cross Country	1
Cycling	2
Dancing	1
Golf	1

Gridiron	1
Gymnastics	1
Karate	1
Netball	2
Rowing	2
Soccer	12

Table Tennis	1
Taekwon-Do	1
Tennis	1
Touch Football	1
Volleyball	2

Programs and Facilities

Volunteers

232 active volunteers across 10 program areas, giving over 13,500 hours to the community.

- » Campbelltown Home Support Program
- » Food Projects: Fruit Crew & Community Orchard
- » Community Bus
- » Environmental
- » E-waste
- » Oral history
- » Library
- » Graffiti removal
- » Lochend House
- » Section 41 Committees

Council Facilities

Council maintains facilities on behalf of the Community which are available for hire by clubs, organisations or individuals for long term, short term or individual event hire. Further information about each of the available facilities and hiring of venues is available from Council's website www.campbelltown.sa.gov.au/halls or by emailing mail@campbelltown.sa.gov.au or phoning 8366 9222 during business hours.



Programs and Facilities

Sporting Facilities

The ARC Campbelltown

The 2022/2023 was the first year completely COVID-19 free and the overall performance of The ARC reflected this change. It was a truly record breaking year with the highest recorded visitations of 863,987, member visitation of 163,009 and court participation of 119,816. Memberships and Learn To Swim enrolments also both grew to end at well over 2,000 each realigning to pre COVID expectations.

A number of minor projects were completed including the filter media replacement in the pool filters, to ensure the pool water remains crisp and clear, and an upgrade of pool chemical plant to ensure consistent delivery and improve chemical handling safety for Staff.

School swimming and importantly casual and lap swimming was also back to normal, combined with a sharp increase in rehabilitation usage by individuals and a number of professional providers saw the aquatic spaces consistently full.

Major events hosted over the year included:

- » Campbelltown Squash Club Junior Tournament.
- » Norwood Basketball Club Easter Classic
- » Norwood Basketball Club School Holiday Clinics
- » Regional Bowls Tournament
- » School Sport SA Basketball, Futsal and Volleyball Carnivals
- » Squash SA Racquetball Open
- » US National Basketball Association Player Josh Giddey Junior Clinic
- » Volleyball SA Schools Cup.

The largest event during the year was Norwood Basketball Club Easter Classic, which saw approximately 750 junior players, from both local and interstate clubs, compete over 4 days of competition.

Female sport remained a priority with sponsorship links remaining with Newton Jaguars Netball Club and the continued growth of The ARC's Monday Night Women's Social Netball Competition. Murder City Roller Derby remain a valued user group whom not only compete but undertook an official Fringe Event at The ARC.

The ARC remains committed to Community groups and programs with continuing support to groups such as the Rotary Club of Morialta's Driver Awareness Training, Eastern Health Authorities Immunisations Clinics, Wise Employment and Dementia Australia.

The ARC Café had an outstanding year, selling over 58,000 hot drinks and 51,000 hot meals to the Community. The ARC crèche also hit record numbers of 5,505 visits, providing an opportunity for the Community to exercise and prioritise their mental and physical health whilst their children were cared for.

Regular daytime basketball court use by Little Kickers, Ready Steady Go, Mature Age Badminton and Indoor Bowls provides important opportunities for pre-school age and those in retirement.

Lochiel Park Golf at Geoff Heath Par 3 Golf Course

Lochiel Park Golf at Geoff Heath Par 3 Golf Course is located at James Street, Campbelltown. Considered to be one of Adelaide's most picturesque and scenic par 3 golf courses, it provides an opportunity for the Community to play golf or relax after using the Linear Park trails in a setting of beautiful gum trees with Fourth Creek as a feature.

The course continued with record participation achieving a growth of 7% to achieve a total of 20,451 rounds played for the year.

During the year and following consultation with course users Council commenced the process to remove synthetic tees from 4 tee-off areas and return the entire course to turf or natural tees. This is not only environmentally friendly but also embraces the natural beauty of the course.

Following a process of input by and consultation from the stakeholders and the community, Council also approved a Master Plan for the clubhouse and surrounds which will be subject to future grant funding and Business Planning approvals. The plans are for a complete replacement of the current building that incorporates a golf/professional shop and café as well as spaces for community use, change facilities to complement Parkrun activities, and expanded undercover seating areas with an overall increased connection to the beautiful grounds. Plans for a mini golf course have also been incorporated and approved, to not only introduce golfing techniques but provide a family community activity space that complements the overall precinct.

Tennis Courts and Ovals

The following tennis courts and ovals in the Council area may be hired:

- » Athelstone Recreation Reserve
- » Campbelltown Memorial Oval
- » Daly Oval
- » Foxfield Oval Reserve
- » Lorne Avenue Tennis Courts. Lovell Reserve and Tennis Courts
- » Max Amber Sportsfield
- » Murray Park Oval
- » Nightingale Reserve and Tennis Courts
- » Steve Woodcock Sports Centre

Campbelltown Library

Campbelltown Library offers a program of events all year round. Events held in 2022/23 included the following:

- » Author talks
- » Big games day
- » Coding club
- » Energy information session
- » Haunted Lochend event at Lochend House for South Australia's History Festival
- » Introduction to podcasting
- » Soundbath evening
- » Sustainable gardening in small spaces and containers workshop.

Live streaming of the Adelaide Writer's Week Festival attracted over 100 attendees over the course of the Festival. Monthly exhibitions featuring local artists occurred in the Gallery.

Digital Literacy programs were held throughout the year, assisting the Community to improve personal digital capabilities. 338 sessions were held, including sessions on Online safety, Basics of Android and iPhone, Creating in Canva and Digital drop-ins. There were 145 sessions held in the Makerspace, including drop-in sessions, learn to sew and Virtual Reality sessions.

Volunteers continue to play an important role in delivering many aspects of the Library service, including shelving, deliveries to housebound patrons, assisting with Storytime and the Toy Library, IT help and Makerspace help. The year concluded with 78 Volunteers giving over 9,000 hours to the Library service.

The Library recorded 173,133 visits in 2022/2023, and the Toy Library had 24,516 visitors. A total of 528,556 physical items were borrowed during the year, including books, magazines, CDs, DVDs and Blu-rays, and 66,762 loans of eBooks, eMagazines and eAudiobooks.

In 2022/2023 there were 8,415 in person participants for Storytime, Wriggle & Gigggle and Move & Groove sessions. 3,290 children attended a School Holiday Program during the year. An additional 491 children attended Science Week – Bug Week activities. A Halloween Trail attracted 394 children to the library. A kindergarten delivery service was launched with 9 early learning centres and kindergartens receiving deliveries fortnightly, collectively receiving 3520 books and 88 deliveries over the year. The Outreach service involved 24 schools, early learning centres and kindergartens engaging with the library through incursions or excursions.

Campbelltown Writer's Festival

The 2022 'Write On! Campbelltown Writer's Festival' was held from Friday 28 October to Sunday 30 October 2022, with a range of events including movies, author talks, music, workshops and more.

Congratulations to the winners and participants of our 2022 Write On! Writers Festival competition!

The 2022 competition was themed 'The Tallest Tree'. The entries were judged by Writers SA and awarded as follows:

Junior Writers (ages 7-14 years)

- » 1st Place - Mahya Rabiei for The Tree of History
- » 2nd Place - Ruby Cartwright for The Memory Tree
- » 3rd Place - Lauren Sloan for The Tallest Tree

Youth Writers (ages 15-24 years)

- » 1st Place - Surpreet Jaiswara for Falling
- » 2nd Place - Hannah Meg Gardner for Ghosts Can't Talk
- » 3rd Place - Manuri Jayawardhana for The Seven Ages of the Tallest Tree

Open Writer (ages 25+)

- » 1st Place - Therese Gates for Her Tallest Tree
- » 2nd Place - Bethany Cody for Unearthed
- » 3rd Place - Kylie Hall for Suspicion



Programs and Facilities

Halls and Meeting Places

Council owned halls and meeting places available for Community use are:

- » Athelstone Community Hall
- » Brookside Community Arts Centre
- » Campbelltown Function Centre
- » Campbelltown Memorial Oval Hall
- » Foxfield Oval Hall
- » Hectorville Community Centre
- » Lochend Community Hall
- » Magill Girl Guides Hall
- » Magill Senior Citizens Hall
- » Marchant Community Centre
- » Margary Dunn Centre

Meeting rooms are also available for hire at the Campbelltown Library (phone 8366 9299) and The ARC Campbelltown (phone 8366 9350) for use by Community and Corporate groups.

Neighbourhoods

Council has a role in facilitating and supporting social and community connection opportunities which create more liveable neighbourhoods, increased feelings of safety and belonging.

BBQ's

Each year Council runs Neighbourhood BBQ's with the purpose of providing an opportunity for neighbours to meet and connect with each other.

In 2022/2023 6 BBQ's in total were held in Magill, Tranmere, Newton, Campbelltown, Athelstone and Paradise (over 640 people attended a BBQ).

The BBQ season ends each year with a Neighbour Day Celebration. This year Council tried something different by inviting the community to form a Working Group and partner with Council. Over 20 people attended at least one Working Group meeting and had input into planning and developing the event with 14 community members volunteering on the day which attracted over 300 attendees at Gurners Reserve, Rostrevor.

Newton Community Garden (NCG)

There are 3 Community Gardens in the Council area; Athelstone, Lochiel Park and the newest yet to be established at Playford Road, Newton.

A NCG (Newton Community Garden) Working Group has been meeting to establish their vision, constitution and other governance tasks including insurance. The NCG has fortnightly working bee sessions with the garden starting to take shape. The group continues to attract community interest as it has started building communal raised garden beds and planting fruit trees. Staff support the group to access their seed funding to purchase materials, accessible wicking beds, soil and other resources.

Campbelltown's Love My Garden Competition

Staff worked with members of the Lochiel Park Community Garden and the Athelstone Community Garden to modify the previous Pollinator Garden Competition to be more widely appealing.

This year different categories were introduced including Edible, Native, Traditional, Collectors and Organisation/School Garden.

The competition attracted almost 30 applicants with category winners announced at Lochiel Park Community Garden Open Day.

WINNERS for competition categories:

- » Edible Garden – Brianna Addison
- » Native Garden – Bruce Baker
- » Traditional Garden – Kathy Pfeiffer
- » Collectors Garden – Lauretta MacIsaac
- » Organisation/School garden - Charles Campbell College – Primary School Kitchen Garden

And for recognition of extraordinary effort and accomplishment:

- » Edible Garden - Highly Commended - Armando Matteucci
- » Organisation/School Garden - Highly Commended - St Martins Church Cemetery
- » Encouragement Award – Kelly Pearce

Community Vibrant Verges trial

Staff worked with the Environment Team to trial a community development approach to greening up verges through the Vibrant Verges program.

Three neighbourhood planting sessions were held in Stradbroke Road Rostrevor, Robson Road Hectorville and with Charles Campbell College. The Community were able to choose plants for their verges and assist with letterbox drops and promotions, food and logistics on the day. Approximately 40 community members participated.

Programs and Facilities

Child Friendly Campbelltown Initiatives

Staff engaged with children ranging from 4 years old to 13 years old to inform the development of a Children's Policy. Children and families shared their views about a range of things including what they think Child Friendly is, what they like about their community, who they spend time with and what they do, and why asking children for their opinions and ideas is important. The Policy was endorsed by Council in August 2023.

15 Neighbourhood Play and Connect Projects were attended by over 800 children and families. They included 9 Play Streets, Fourth Creek Nature Play, Imagination Playground at Thorndon Park & Charles Campbell Community Fair and a Magill Community Play Date at Daly Oval. Community partners supporting these activities included Charles Campbell College, Hectorville Sport and Community Club, il nido Children's Centre, Magill Kindergarten, Magill Campus and Community Children's Centre, Paradise Kindergarten and Thorndon Park Kindergarten.

Community Bus

The Campbelltown Community Bus Service is for residents of all ages. The Bus Service is operated by volunteers.

A free door to door service for all Council residents enables residents to access any one of the following places, and operates on Wednesday, Thursday and Friday mornings each week.

During the year, the door to door bus service carried 2,162 passengers to the following locations:

- » The ARC Campbelltown
- » Campbelltown Shopping Centre
- » Target/Foodland – Newton Central
- » Campbelltown Public Library
- » Coles/Woolworths – Newton Village
- » Kmart/Coles – Firle.

Council provided 43 charter hires at reasonable rates to Community groups and residents in Campbelltown or adjoining Local Government areas. Hire is available 7 days a week, with the exception of the door-to-door service times (subject to the availability of volunteer drivers).

Private Bus Subsidy

Council provides private bus subsidies to eligible local Community groups to support their core activities. Community groups can book a private bus and contribute towards the cost with Council subsidising up to \$400. A total of 14 subsidies were provided to 8 Community groups during 2022/2023 totalling \$5,200.



Awards

Australia Day Awards



2023 SENIOR CITIZEN OF THE YEAR

Ms Lena Reitano

Lena has never been front of stage but actually is the steering person of Campbelltown Over 50's Fun Club, with over 60 Members. She is the first to arrive every Wednesday morning and the last to leave. She is the one to organise everything from the welcoming group to the setting up of beverages.

Lena encourages the accepting attitude at the group, including people from all walks of life and many different nationalities. She is the one to step in when there is a short number for making a group of card players or with board games. She is the one to make sure everyone has a place and feels welcome.

Lena organises special events and is the steering person behind all of these events. She is the last to drive away from the bus making sure everyone is going to get home safe. During the last two years she organised phone rounds to let folk know what was happening and with her guidance the Community were able to get back to the club as soon as it could safely do so.



2023 CITIZEN OF THE YEAR

Ms Lisa Miller

Lisa has been a passionate and dedicated volunteer for over ten years. Her volunteering in sport has enabled countless children to be involved in a wide range of extracurricular activities that they would not have without her selfless contribution of time. Lisa has been an active volunteer since mid - 2009 supporting at a classroom level with reading, times tables and LAP support, cooking, camps and excursions, school wide events such as cake stalls, discos and Australia's Biggest Morning Tea.

East Marden Primary School has a large multicultural Community and through Lisa's volunteering many isolated parents have been given an opportunity to make social connections where previously it may have been more difficult. Through her leadership in committees and sports she has mentored parents from all ethno-cultural backgrounds to develop their confidence to become involved in the school's activities. Lisa's work has supported the school in developing a Community that is supportive of the students and each other and created a sense of belonging and identity within the school and which extends to the wider Community.



2023 YOUNG CITIZEN OF THE YEAR

Mr Jessie Wagas

Jessie has been a strong voice for student voice and agency, representing the school and student body beyond the gates as a young leader in the wider Community. Jessie is ambitious, confident, able to reflect on opportunities for growth and development and speaks eloquently to both student peers and adult supporters. Jessie has worked tirelessly in advocating for young people in his School and in the broader Community.

Jessie played a key role in collaborating and exploring the diversity in student leadership throughout the Eastern Suburbs. Jessie has grown considerably in his Head Prefect role in 2022. He continues to mature as a leader, recognising the need to canvas broadly and collaborate. Jessie continues to reflect continuous improvement principles whilst asking all young people around him to strive to be their best selves. He thinks above and beyond himself through the connections he has made with the Childhood Development Council and other Eastern Schools.

2023 NAIDOC Award

There was no NAIDOC award recipient in 2023.

Awards

Council Awards

During the year, Council was successful in achieving the following awards:

- » 2023 Parks and Leisure Australia (SA/NT) Regional Awards of Excellence 'Playspace Award (>\$0.5M)' for Thorndon Park Playground.
- » 2023 Parks & Leisure Australia (SA/NT) Regional Awards of Excellence 'Emerging Leader of the Year Award' for Team Leader Economic Development, Ms Emily Moskwa
- » 2023 Parks & Leisure Australia (SA/NT) Regional Awards of Excellence 'Park of the Year' for Lochiel Park.
- » 2022 Local Government of South Australia Workers Compensation Scheme 'WHS Best Practice Metropolitan Merit Award' for the iSUMPP (Industrial Stormwater Utility Mapping Photographic Pole) Program.
- » 2022 SANFL Community Facility of the Year for the Max Amber Sportsfield redevelopment.



Strategic Management Performance

Framework

Council maintains a Strategic Management Planning Framework that identifies the Strategic Management Plans for the purpose of Section 122(1)(b).

The following Strategic Management Plans are underpinned by supporting documents including Management Plans, Departmental Business Plans, Operational Plans and documents:

- » Strategic Plan 2024 - 16 March 2021
- » Asset Management Plan - Bridge - 17 November 2020
- » Asset Management Plan - Building - 17 November 2020
- » Asset Management Plan - Bus Stop - 17 November 2020
- » Asset Management Plan - Footpath and Walkway - 17 November 2020
- » Asset Management Plan - Open Space - 17 November
- » Asset Management Plan - Stormwater - 17 November 2020
- » Asset Management Plan- Transport - 17 November 2020
- » Community Plan 2024
- » Economic Development Plan 2024 - 16 February 2021

Strategic Plan 2024

Council's Strategic Plan 2024 was adopted in early 2021.

The Plan is structured towards achievement of the following Vision: ***A safe, sustainable, vibrant Community.***

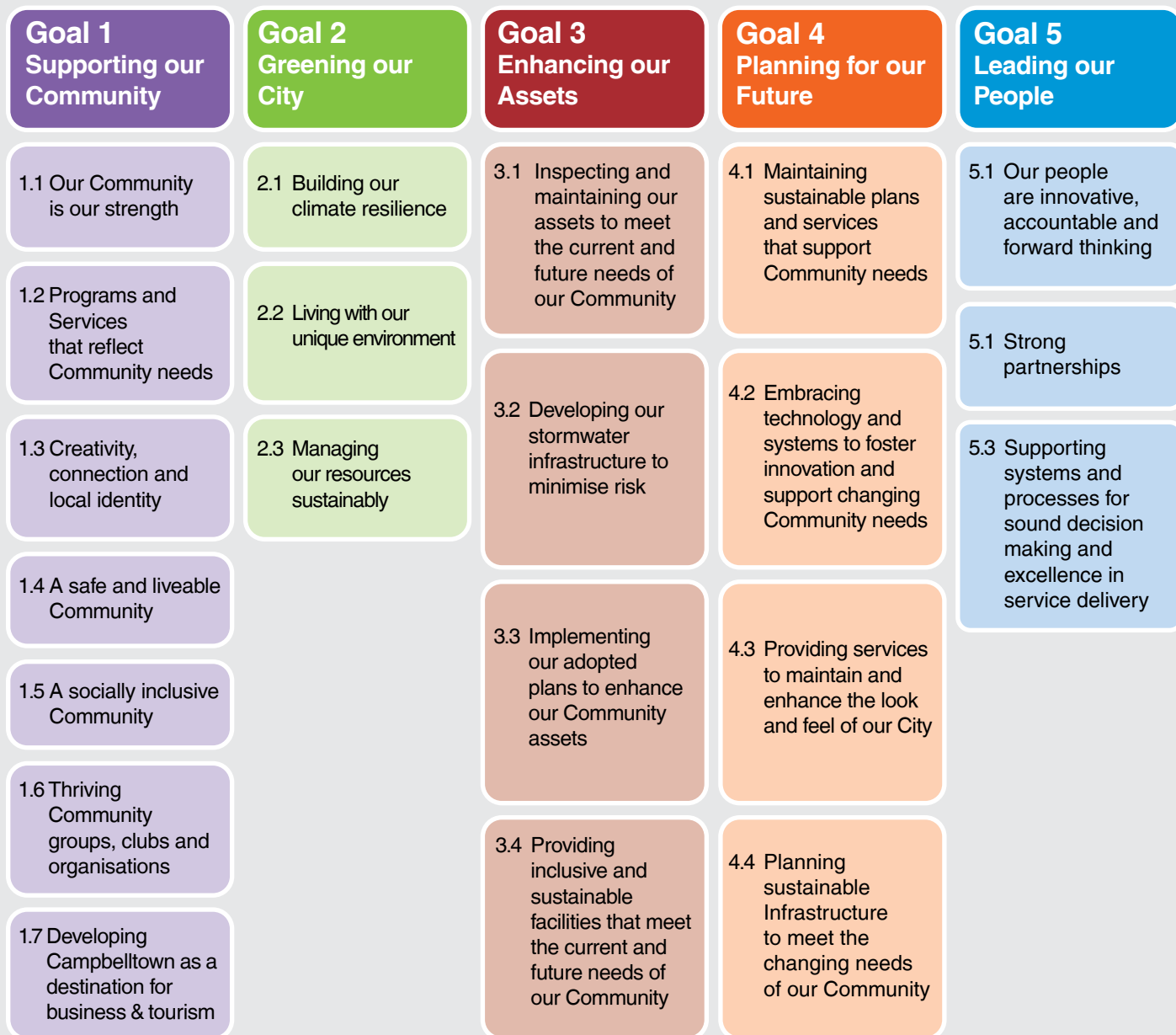
Council representatives including Elected Members, Staff and Volunteers operate under the following Mission:

The Community is the centre of everything we do.

A further report on Strategic Plan performance is provided on the next page.



The Strategic Plan contains the following goals and themes which have guided strategic and operational outcomes since the Plan's adoption.



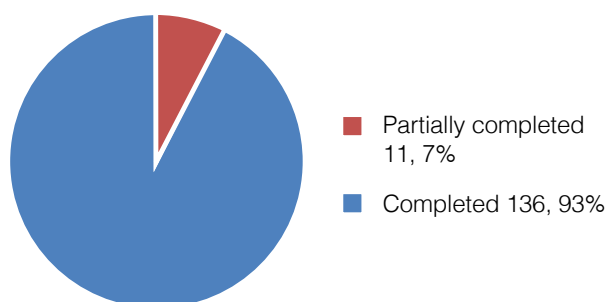
Council's Strategic Planning suite needs to be reviewed by November 2024 to align to legislative requirements. At 30 June 2023, Staff had:

- » Commenced regular project group meetings to establish alignment and consistency in review principles and processes, and determine timeframes for key milestones for each review
- » Completed a Strategic Plan Internal Audit to identify opportunities for improvement in the next iteration of the Plan
- » Prepared a Project Plan to guide development of the Plan and establish key milestones.

Strategic Management Performance

In meet the requirements of Council's Strategic Management Planning Framework, Staff prepared Actions to facilitate completion of Council's Strategic Plan 2024 for inclusion in Departmental Business Plans.

147 Actions were planned for completion during the period with results as follows:



Summary of progress 2022/2023

Strategic Goal	% of Actions completed
Supporting our Community	100% (42 of 42)
Greening our City	90% (9 of 10)
Enhancing our Assets	71% (22 of 31)
Planning for our Future	86% (6 of 7)
Leading our People	100% (58 of 58)

Council's annual performance highlights in relation to 2022/2023 are provided below.

Supporting our Community (Quality Living)

Theme 1 – *Our Community is our strength*

Theme 2 – *Programs and Services that reflect Community needs*

Theme 3 – *Creativity, connection and local identity*

Theme 4 – *A safe and liveable Community*

Theme 5 – *A socially inclusive Community*

Theme 6 – *Thriving Community groups, clubs and organisations*

Theme 7 – *Developing Campbelltown as a destination for business and tourism*

Achievement highlights

- » Staff sourced a \$40,000 grant from Office for Ageing Well, SA Health to develop Ageism Awareness training
- » Council adopted an Ageing Well Plan, a Children's Policy and revised Youth Policy
- » Two Community events were held for Tour Down Under and Staff added a Pizza@Brookside event to the Pizza Festival program
- » Council's Why Leave Campbelltown economic development initiative was launched
- » Community programs included:
 - » Implementation of the re-established Neighbourhood BBQ program (following the end of COVID-19 restrictions)
 - » 7 Play Street sessions being held for 330 children, families and residents
 - » The Newton Community Garden Group becoming incorporated and commencing working bees at the Playford Road site, and the trialling of a Community Verge program in partnership with Council's Environment Team
 - » Establishment of communication boards and Auslan signage at Thorndon Park, and Council's Office Staff completing Communication Access Symbol Accreditation for Customer Service
- » Commencement of book delivery services to 9 early learning centres and kindergartens.
- » The ARC Campbelltown - member visits increased by 10%, and Health Club and Learn to Swim memberships remained consistently high and increased on the previous year
- » Campbelltown Library hosted 93 events, and provided over 1,200 people with the opportunity to attend digital literacy sessions. Eleven Local Artists' exhibitions were held at the Campbelltown Library Gallery and approximately 600 people visited the Local History Room. Partnerships were also established with 16 community organisations.
- » A range of new projects were introduced to support the Disability Access & Inclusion Plan, including Business Mentoring with Purple Orange, working with Adelaide East Education Centre on Council's Christmas Card Design Competition, developing sensory tent kits and creating a Children & Young People with Disability Information Guide
- » CHSP (the Community Home Support Program) continued to support almost 1,200 older and vulnerable residents to receive support including domestic assistance, home maintenance, social programs, and community transport services
- » Staff worked with the local Community and key stakeholders through a range of forums and processes to shape the future needs and design of a potential Hambledon Hub
- » The Council's arts program continued to grow; 5 new murals were installed, Fringe events were held, a Public Art Map established, and a Harmony Quilt project completed. The first year of Community Arts grants were rolled out and Brookside Cellars Community Arts Centre was established with Campbelltown ArtHouse as a key tenant.

- » Staff launched the first Women of Campbelltown book, celebrating the stories of 40 local women
- » Staff established an implementation program for the Cats By-Law, including the distribution of education and promotional materials to all cat owners in the Council area.

Greening our City (Environmental Responsibility)

Theme 1 – Building our climate resilience

Theme 2 – Living with our unique natural environment

Theme 3 – Managing our resources sustainably

Achievement highlights

- » The Urban Tree Strategy was completed and adopted by Council
- » Fourth Creek works were primarily completed including a feature board walk off Montacute Road, establishment of an access ramp adjacent St Bernards Road and rejuvenation of the trail connecting Montacute Road to St Bernards Road
- » The Fifth Creek works were completed including new rock remediation within the Max Amber Sportsfield Reserve as well as three other sites identified through the Asset Management Plan
- » City beautification works were completed on median islands at Glynburn and Gorge Roads
- » ESD (Environmentally Sustainable Design) Guidelines for Council Buildings were developed and endorsed by Council
- » Staff worked collaboratively with the Department of Energy and Mining and the City of Marion to prepare consultation and project parameters for a potential Community Battery site at Tuku Wirra Reserve
- » Staff commenced work on a weekly FOGO (Food and Garden Organics) trial in partnership with East Waste and two other Councils
- » Staff established a Cool Refuge Project working group and commenced work on investigations into requirements for Cool Refuge sites in the Council area
- » Work commenced on a Climate Risk Training module for Elected Members in partnership with other Councils
- » A program was undertaken in partnership with Resilient East partners and two University Students to establish materials and FAQs to promote the benefits of trees.

Enhancing our Assets (City Planning)

Theme 1 – Inspecting and maintaining our assets to meet the current and future needs of our Community

Theme 2 – Developing our stormwater infrastructure to minimise risk

Theme 3 – Implementing our adopted plans to enhance our Community assets

Theme 4 – Providing inclusive and sustainable facilities that meet the current and future needs of our Community

Achievement highlights

- » Thorndon Park Super Playground construction works were completed and the new play space was opened just in time for the Christmas school holiday period.
- » After many years of planning and collaboration with Burnside Council and the Department for Infrastructure and Transport, the Magill Village project was completed and the new precinct declared open
- » The undergrounding of power lines at Campbelltown Village was completed
- » Major accessibility improvement works were completed at Steve Woodcock Sports Centre
- » The Foxfield Oval Change rooms have been completed; a tennis court upgrade at the same location has been postponed and will be undertaken following completion of a master plan for Foxfield Oval
- » Stormwater works were completed at Clairville Road, Campbelltown
- » The Bicycle Plan works program was delivered including bike sharrows signage rolled out across the city and several smaller initiatives

Strategic Management Performance

Planning for our Future (City Planning)

Theme 1 - Maintaining sustainable plans and services that support Community needs

Theme 2 - Embracing technology and systems to foster innovation and support changing Community needs

Theme 3 - Providing services to maintain and enhance the look and feel of our City

Theme 4 - Planning sustainable Infrastructure to meet the changing needs of our Community

Achievement highlights

- » Council adopted the following Plans during this period:
 - » 5 September 2022 - a revised Animal Management Plan and the Lochiel Park Golf Master Plan for future budgeting and implementation
 - » 6 December 2022 - Urban Forest Strategy to guide future monitoring and management of the tree canopy in the Council area as well as tree planting and renewal
 - » 4 April 2023 - revised Community Land Management Plan
- » Preliminary works commenced on the Foxfield Oval Reserve Master Plan and Lochiel Park Recreational Areas Master Plan as well as the Tennis Facility Strategy
- » Staff investigated and rolled out an expanded network of mobile computers (2 in 1 devices) to increase Council's business and technology agility
- » A mobile device management system was implemented to increase Council's technological capacity and usability for all Employees
- » A River Torrens Linear Park lighting plan was developed to improve public safety for users; Council will seek grant funding to enable it to be implemented
- » Employees continued to manage Council's responsibilities with respect to the Planning Development and Infrastructure Act, Local Litter and Nuisance Act, Land and Conveyancing Act, Local Government Act, Real Property Act and Community Titles Act to support responsible and appropriate development of the local area
- » Council resolved to discontinue the Performing Arts Centre planned for the Morialta Secondary College and consider an alternative approach and site for this activity in the local area

Leading our People (Leadership/Local Economy)

Theme 1 – Our people are innovative, accountable and forward thinking

Theme 2 – Strong partnerships

Theme 3 – Supporting systems and processes for sound decision making and excellence in service delivery

Achievement highlights

- » Staff worked with Eastern Region Alliance Councils in respect to planning and delivery of consistent and relevant practices for local Council elections
- » Elected Members completed post-election training including the mandatory LGA Training Standards program to ensure that they could prepare and deliver appropriate and compliant decision making associated with Council's projects, programs and services
- » Employees reviewed Council's Customer Service Charter to provide a location based Charter, bring it up to date with current practices and improve readability for customers
- » A system overhaul of Council's recruitment practices was undertaken, culminating in My Recruitment, implementation of an online, merit based program with consistent record keeping and approvals processes to meet the Ombudsman's expectations
- » Processes and templates were updated to provide a contemporary approach to community engagement
- » A major Business and Technology Services project continued to transition various business services modules to a cloud based environment. This project is intended to be undertaken over a 2-3 year period.
- » A project was undertaken to revalue all land, building, infrastructure, open space and boutique assets with results to be incorporated into the financial statements for the year ended 30 June 2023
- » Council made a new Cats By-Law (gazetted on 25 August 2022) and implemented initial aspects of the By-Law from 1 June 2023.
- » Terms of Reference were reviewed for all of Council's Committees and Panels after the November Local Government elections; Elected Member appointments were undertaken to facilitate continuity for these entities
- » A new corporate performance reporting framework was implemented, enabling monthly reporting to Council on business plans' implementation
- » Training was rolled out to all Employees for ICAC, Conflict of Interest, Fraud, Authorisations and Code of Conduct requirements
- » Employees continued implementation works required following changes made to the Local Government Act in relation to the state-wide Local Government Reform project.
- » Council continued to liaise with the Boundaries Commission in respect to the Boundary Realignment project to review its boundary with Adelaide Hills Council.

Council's Projections and Plans

Council's projections and plans for the next financial year are identified principally in the 2023/2024 Annual Business Plan and Budget, and Management Plans.

Key strategic activities anticipated to be undertaken (from Council's Annual Business Plan and Budget) include:

- » Prepare concept plans and cost estimates to develop a proposed Community Hub at the current location of the Council Administration Building at Rostrevor
- » Complete the Paradise Recreation Plaza
- » Install Peace Poles to recognise Rotary turning 100 years
- » Undertake a Representation Review, as required under Section 12(4) of the Local Government Act 1999
- » Purchase Automated External Defibrillators for all Council public buildings and facilities ahead of the requirement to comply with the Automated External Defibrillators (Public Access) Act 2022 by 1 January 2025
- » Purchase software to streamline the management, monitoring and reporting across Council's 21 social media channels, to facilitate compliance with Council's newly adopted Social Media policy
- » Gain Communication Access Symbol Accreditation for the Library, as supported by Council's DAIAAC (Disability Access & Inclusion Advisory Committee)
- » Employ an additional field Staff member to assist with Council's strategic intentions for verge development
- » Set aside funds to support future Master Plan capital works and to fund strategic land purchases.

Annual Business Plan Performance

Council's Annual Business Plan performance for 2022/2023 is documented in Appendix 1 (pages 39 to 48) of Council's 2023/2024 Annual Business Plan and Budget as required by legislation. Copies of the Annual Business Plan are available from Council's website or Council's Office during business hours.

Community Land Management Plans

Section 193 of the Local Government Act 1999 Act, requires that all local government land owned by Council or under Council's care and control (excluding roads) is classified as community land.

The Community Land Management Plans group community land parcels into a range of categories based on similar purposes, such as sporting reserves, biodiversity reserves, drainage reserves and walkways. The plans detail how Council will develop, manage and maintain the land held for the Community's use and enjoyment.

At its meeting on 4 April 2023, Council adopted the Revised Community Land Management Plan following a period of Community consultation. The revised plan addressed a small number of administrative amendments to support Council in its management of land that is owned or under Council's care, control or management and been classified accordingly.

Financial Performance

Competitive Tendering

The Procurement Policy was last reviewed by Council on 16 May 2023.

The Procurement Policy enables consideration of tender arrangements for purchases greater than \$30,000 however as the Policy requires assessment of the following criteria to ensure value for money for Council, a range of market approaches are available to Staff at each dollar range discussed in the Policy:

- » The nature of the procurement
- » The value of the procurement
- » The risk associated with the procurement
- » Whether the market for the procurement is known
- » What is the most efficient process to achieve the Council's objectives in a timely and cost efficient manner
- » The capacity of potential contractor/s to submit a proposal that adequately responds to the Council's procurement method.

Council's Procurement Policy is underpinned by the following principles:

- » Encouraging purchases being made in an open, fair and transparent manner
- » Promotes accountability, efficient purchasing practices and continuous improvement
- » Ensuring consistency with Council's strategic and long-term financial directions
- » Ensuring the integrity of all procurement processes conducted by Council and in accordance with its legislative and common law responsibilities
- » Facilitating achieving value for money through the most appropriate provider
- » Ensuring open and effective competition
- » Encouraging local and Australian businesses and/or generates local employment
- » Complying with Council's environmental obligations under the National Greenhouse and Energy Reporting Act 2007, where applicable
- » Encouraging the maintenance of assets at acceptable standards in the most cost effective manner
- » Appropriately managing risk
- » Demonstrating sensitivity to the current and future needs of a diverse Community.

Use of Local Goods and Services

Section 6.17.2 of Council's Procurement Policy states:

'To the extent permitted by law, when all other considerations are equal, Council will favour the engagement of local suppliers and the use of South Australian made goods and suppliers whose activities contribute to the economic development of the region and/or provide local employment opportunities.'

Fraud & Corruption Prevention

Council's Fraud and Corruption Policy is available from Council's website.

Members of the public who wish to disclose alleged fraud or corruption are encouraged to report it to the State Government's Office for Public Integrity (www.publicintegrity.sa.gov.au) or to Council's Responsible Officers under the Policy.

National Competition Policy – Clause 7 Statement Reporting

The National Competition Policy applies to all Local Government authorities in South Australia, including the City of Campbelltown.

The main aims of the Policy are to:

- » Develop an open and integrated Australian market for goods and services by removing unnecessary barriers to trade and competition
- » Ensure no buyer or seller in a market is able to engage in anti-competitive conduct against the public interest
- » As far as possible, apply the same rules of market conduct to all market participants, regardless of the form of business ownership – that is government business activities should not enjoy any net advantages solely as a result of their public ownership
- » Ensure that regulation of business activities which restrict competition is subject to an assessment of the likely costs and benefits.

National Competition Policy does not mean competition at any cost, however competitive neutrality is one of the key principles of the Policy. The principle is based on the concept of a level playing field for people competing for business and relates to situations where there is, or the potential for, competition between the private and public sectors.

Councils are required to identify any significant business activities that they undertake in either Category One (annual revenue in excess of \$2m or employing assets in excess of \$20m) or Category Two (all other significant business activities).

Council did not commence or cease any significant business activity during the reporting period. However, it continued to be a member of the Eastern Health Authority and East Waste, businesses with activities relevant to the National Competition Policy.

Both the Eastern Health Authority and East Waste may be categorised as conducting significant business activity for Category One under the principles of the National Competition Policy.

There are no business activities falling under Category Two to which the principles of Competitive Neutrality are to be applied.

Consideration was given to the principles of the National Competition Policy during development and adoption of Council's By-Laws which were in effect for the current year, and found that whilst the Permits and Penalties, Local Government Land and Moveable Signs By-Laws restrict competition to a significant degree, the public benefits of the By-Laws outweigh the cost of these restrictions, and the objectives of these by-laws can only be reasonably achieved by restricting competition.

The Roads By-Law provided a limited restriction that is able to be managed separately under Section 222 of the Local Government Act 1999 and similarly the public benefits of the Roads By-Law outweigh the cost of the restriction. The Dogs By-Law does not restrict competition.

The City of Campbelltown has not received any complaints in relation to its application of competitive neutrality or the principles of the National Competition Policy during 2022/2023.

Auditor Information

The Auditors, Dean Newbery, were paid \$24,000 (excluding GST) for the annual audit of Council's Financial Statements for the year ended 30 June 2023.

Council's Annual Financial Statements for the year ended 30 June 2023

The principal Financial Statements for the year ending 30 June 2023 are provided over page. Detailed audited Annual Financial Statements are available at Appendix 1.

Legal Expenses

	2022/2023	2021/2022
Legal Expenses	\$373,897	\$212,676

Regulatory Reporting

Gifts provided to Elected Members and Employees

The total amount of expenditure incurred using credit cards provided by Council during the 2022/2023 financial year was \$530,934 (including GST). This compares to \$412,369 (including GST) incurred in the 2021/2022 financial year.

On occasion, Elected Members and Employees are provided with gifts (including hospitality) funded in whole or in part by Council. Regulation 35(2) of the Local Government (General) Regulations 2013 requires that a summary of gifts above the value of \$50 be recorded in the Annual Report.

Summary information is provided below identifying where \$50 or more has been spent on an individual Elected Member or Employee for a gift.

Description of Gift	Recipients of Gift	Value of Gift for each Individual (excl GST)
Flowers for condolence and other important occasions as per General Staff Procedures	10 Employees 1 Elected member	\$79 (average value)
Celebration of Council Term	4 Employees 11 Elected Members	\$51
Dinner at Elected Member Training Residential	5 Employees 11 Elected Members	\$80
35 year service and retirement gift	1 Employee	\$1,000
25 year service gift	1 Employee	\$500
Recognition and Reward Vouchers – various occasions	34 Employees	\$66

Health and Safety Duties

For the purposes of Schedule 4 clause 2(f) of the Act, the following matters are prescribed:

- (a) the total number of contraventions of section 75G of the Act by members of the Council during the relevant financial year;
- (b) the total costs incurred by the Council relating to dealing with complaints alleging that a member of the Council has contravened or failed to comply with section 75G of the Act and any referrals of such complaints to the Behavioural Standards Panel during the relevant financial year.

The total number of contraventions	0
The total costs incurred by the Council relating to dealing with complaints	0

Statement of Comprehensive Income

For the year ended 30 June 2023

\$'s	2023	2022
Income		
Rates Revenues	43,859,639	41,811,492
Statutory Charges	1,299,249	1,297,906
User Charges	6,628,587	5,815,675
Grants, Subsidies and Contributions - Capital	672,824	922,767
Grants, Subsidies and Contributions - Operating	4,667,636	5,431,976
Investment Income	1,374,106	260,563
Reimbursements	722,438	470,267
Other Income	862,372	770,782
Net Gain – Equity Accounted Council Businesses	43,969	0
Total Income	60,130,820	56,781,428
Expenses		
Employee Costs	15,680,505	14,183,728
Materials, Contracts & Other Expenses	27,241,346	24,801,536
Depreciation, Amortisation & Impairment	17,290,429	14,252,006
Finance Costs	1,115	2,815
Net Loss – Equity Accounted Council Businesses	0	78,138
Total Expenses	60,213,395	53,318,223
Operating Surplus / (Deficit)	(82,575)	3,463,205
Physical Resources Received Free of Charge	2,624,708	23,910
Asset Disposal & Fair Value Adjustments	(2,971,721)	(1,145,045)
Amounts Received Specifically for New or Upgraded Assets	2,238,834	4,078,088
Net Surplus / (Deficit)	1,809,246	6,420,158
Other Comprehensive Income		
<i>Amounts which will not be reclassified subsequently to operating result</i>		
Changes in Revaluation Surplus – IPP&E	175,113,079	73,501,399
Share of Other Comprehensive Income – Equity Accounted Council Businesses	28,357	1,388
Total Amounts which will not be reclassified subsequently to operating result	175,141,436	73,502,787
Total Other Comprehensive Income	175,141,436	73,502,787
Total Comprehensive Income	176,950,682	79,922,945

Statement of Financial Position

As at 30 June 2023

\$'s	2023	2022
ASSETS		
Current Assets		
Cash and Cash Equivalents	39,142,553	36,264,264
Trade & Other Receivables	2,887,101	3,494,251
Inventories	21,049	21,049
Total Current Assets	42,049,594	39,779,564
Non-Current Assets		
Financial Assets	235,640	235,895
Equity Accounted Investments in Council Businesses	377,616	312,846
Other Non-Current Assets	3,422,747	7,900,001
Infrastructure, Property, Plant & Equipment	931,445,864	753,494,574
Total Non-Current Assets	935,481,867	761,943,316
TOTAL ASSETS	977,531,461	801,722,880
LIABILITIES		
Current Liabilities		
Trade & Other Payables	6,914,788	8,235,234
Provisions	6,609	50,784
Borrowings	2,268,786	1,996,420
Total Current Liabilities	9,190,183	10,282,438
Non-Current Liabilities		
Borrowings	1,709	8,317
Provisions	801,415	837,097
Total Non-Current Liabilities	803,124	845,414
TOTAL LIABILITIES	9,993,307	11,127,852
NET ASSETS	967,538,154	790,595,028
EQUITY		
Accumulated Surplus	124,027,107	129,826,297
Asset Revaluation Reserves	766,794,389	594,152,223
Other Reserves	76,716,658	66,616,508
TOTAL EQUITY	967,538,154	790,595,028

Statement of Changes in Equity

For the year ended 30 June 2023

\$'s	Accumulated Surplus	Asset Revaluation Reserve	Other Reserves	Total Equity
2023				
Balance at the end of previous reporting period	129,826,297	594,152,223	66,616,508	790,595,028
Net Surplus / (Deficit) for Year	1,809,246	0	0	1,809,246
Other Comprehensive Income				
Share of OCI - Equity Accounted Council Businesses	28,357	0	0	28,357
- Gain (Loss) on Revaluation of IPP&E	0	175,113,079	0	175,113,079
Transfer to Accumulated Surplus on Sale of IPP&E	2,470,913	(2,470,913)	0	0
Other Equity Adjustments - Equity Accounted Council Businesses	(7,556)	0	0	(7,556)
Other Comprehensive Income	2,491,714	172,642,166	0	175,133,880
Total Comprehensive Income	4,300,960	172,642,166	0	176,943,126
Transfers between Reserves	(10,100,150)	0	10,100,150	0
Balance at the end of period	124,027,107	766,794,389	76,716,658	967,538,154
2022				
Balance at the end of previous reporting period	125,627,621	521,482,824	63,383,631	710,494,076
Adjustments (correction of prior period errors)	172,976	0	0	172,976
Net Surplus / (Deficit) for Year¹	6,420,158	0	0	6,420,158
Other Comprehensive Income				
Share of OCI - Equity Accounted Council Businesses	1,388	0	0	1,388
- Gain (Loss) on Revaluation of IPP&E	0	73,501,399	0	73,501,399
Transfer to Accumulated Surplus on Sale of IPP&E	832,000	(832,000)	0	0
Other Equity Adjustments - Equity Accounted Council Businesses	5,031	0	0	5,031
Other Comprehensive Income	838,419	72,669,399	0	73,507,818
Total Comprehensive Income	7,258,577	72,669,399	0	79,927,976
Transfers between Reserves	(3,232,877)	0	3,232,877	0
Balance at the end of period	129,826,297	594,152,223	66,616,508	790,595,028

Statement of Cash Flows

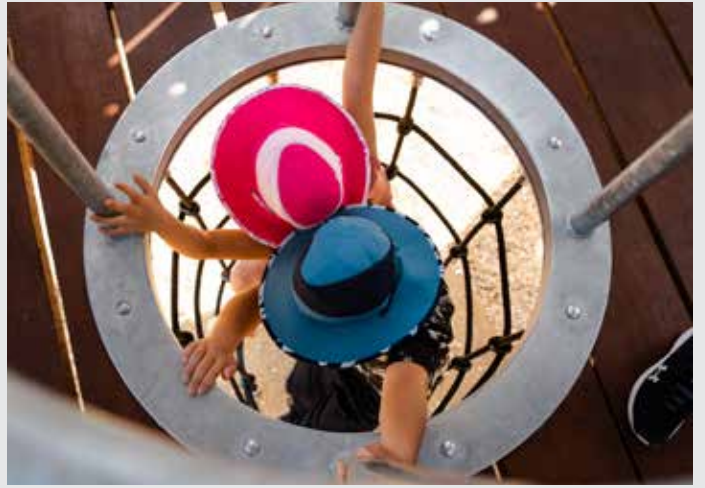
For the year ended 30 June 2023

\$'s	2023	2022
Cash Flows from Operating Activities		
Receipts		
Rates Receipts	43,847,413	42,019,503
Statutory Charges	1,299,249	1,297,906
User Charges	7,180,620	6,446,801
Grants, Subsidies and Contributions (operating purpose)	4,667,636	3,950,763
Investment Receipts	1,374,106	260,563
Reimbursements	722,438	516,471
Other Receipts	4,654,797	2,185,783
Payments		
Payments to Employees	(15,862,995)	(14,062,583)
Payments for Materials, Contracts & Other Expenses	(31,897,687)	(26,102,583)
Finance Payments	(1,182)	(3,083)
Net Cash provided by (or used in) Operating Activities	15,984,395	16,509,541
Cash Flows from Investing Activities		
Receipts		
Amounts Received Specifically for New/Upgraded Assets	2,238,834	5,843,958
Grants Utilised for Capital Purposes	672,824	922,767
Sale of Replaced Assets	350,704	192,355
Payments		
Expenditure on Renewal / Replacement of Assets	(7,351,948)	(13,453,406)
Expenditure on New / Upgraded Assets	(9,003,022)	(9,267,126)
Net Cash provided by (or used in) Investing Activities	(13,092,608)	(15,761,452)
Cash Flows from Financing Activities		
Receipts		
Proceeds from Bonds & Deposits	112,740	71,332
Payments		
Repayment of Lease Liabilities	(44,916)	(68,130)
Repayment of Bonds & Deposits	(81,322)	(121,693)
Net Cash provided by (or used in) Financing Activities	(13,498)	(118,491)
Net Increase (Decrease) in Cash Held	2,878,289	629,598
plus: Cash & Cash Equivalents at beginning of period	36,264,264	35,634,666
Cash & Cash Equivalents at end of period	39,142,553	36,264,264

Uniform Presentation of Finances

For the year ended 30 June 2023

\$'s	2023	2022
Income		
Rates	43,859,639	41,811,492
Statutory Charges	1,299,249	1,297,906
User Charges	6,628,587	5,815,675
Grants, Subsidies and Contributions - Capital	672,824	922,767
Grants, Subsidies and Contributions - Operating	4,667,636	5,431,976
Investment Income	1,374,106	260,563
Reimbursements	722,438	470,267
Other Income	862,372	770,782
Net Gain - Equity Accounted Council Businesses	43,969	0
Total Income	(60,130,820)	56,781,428
Expenses		
Employee Costs	15,680,505	14,183,728
Materials, Contracts and Other Expenses	27,241,346	24,801,536
Depreciation, Amortisation and Impairment	17,290,429	14,252,006
Finance Costs	1,115	2,815
Net Loss - Equity Accounted Council Businesses	0	78,138
Total Expenses	60,213,395	53,318,223
Operating Surplus / (Deficit)	(82,575)	3,463,205
Timing Adjustment for Grant Revenue	(583,813)	(614,366)
Adjusted Operating Surplus / (Deficit)	(666,388)	2,848,839
Net Outlays On Existing Assets		
Capital Expenditure on Renewal and Replacement of Existing Assets	(7,351,948)	(13,453,406)
Add Back Depreciation, Amortisation And Impairment	17,290,429	14,252,006
Add Back Proceeds from Sale of Replaced Assets	350,704	192,355
Total Net Outlays On Existing Assets	10,289,185	990,955
Net Outlays on New and Upgraded Assets		
Capital Expenditure on New and Upgraded Assets (Including Investment Property and Real Estate Developments)	(9,003,022)	(9,267,126)
Add Back Amounts Received Specifically for New and Upgraded Assets	2,238,834	5,843,958
Total Net Outlays on Existing Assets	(6,764,188)	(3,423,168)
Annual Net Impact to Financing Activities (Surplus/(Deficit))	2,858,609	416,626





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Publication No: ISSN 1835-3916